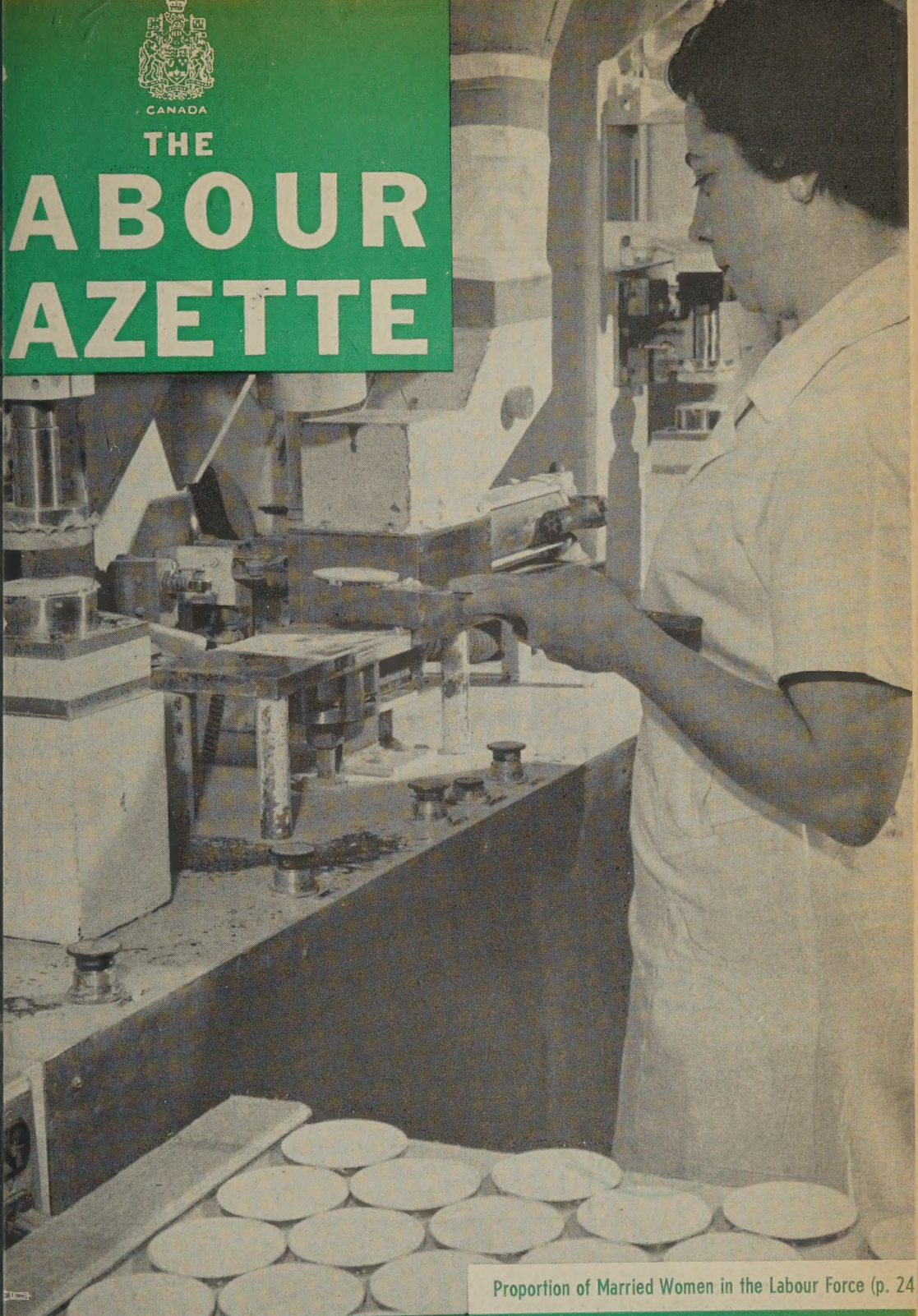




CANADA

# THE ABOUT AZETTE



Proportion of Married Women in the Labour Force (p. 24)

Published Monthly by the  
**DEPARTMENT OF LABOUR**  
CANADA

Vol. LIX

No. 3

MARCH 31, 1959



# THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in  
English and French

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Vol. LIX, No. 3	CONTENTS	MARCH 31, 1959
Current Manpower and Labour Relations Review .....		217
Notes of Current Interest .....		233
Items of Labour Interest in House of Commons .....		239
Proportion of Married Women in Canada's Labour Force ...		242
Apprenticeship Training Advisory Committee .....		243
Hospital-Medical Insurance Plans in Canadian Manufacturing		244
Labour Bodies Present Briefs to Cabinet .....		246
41st Annual Meeting, Canadian Construction Association ....		257
Patterns of Industrial Dispute Settlement .....		258
Technical Training in the United Kingdom .....		260
Principles Governing Rehabilitation .....		264
Vocational Training for Visiting Homemakers .....		265
50 Years Ago This Month .....		266
International Labour Organization:		
Committee of Experts on Social Security .....		267
Teamwork in Industry .....		269
Industrial Relations:		
Certification Proceedings .....		270
Conciliation Proceedings .....		272
Canadian Railway Board of Adjustment No. 1 .....		283
Labour Law:		
Legal Decisions Affecting Labour .....		286
Recent Regulations under Provincial Legislation .....		292
Unemployment Insurance:		
Monthly Report on Operation .....		296
Decisions of Umpire .....		297
Labour Conditions in Federal Government Contracts .....		301
Prices and the Cost of Living .....		306
Strikes and Lockouts .....		308
Publications Recently Received in Department's Library ....		309
Labour Statistics .....		315

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

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# CURRENT MANPOWER AND LABOUR RELATIONS REVIEW

ECONOMICS AND RESEARCH BRANCH

MARCH 15, 1959

## Current Manpower Situation

Employment in the first two months of this year reflected the general upswing in economic activity that has been apparent since the third quarter of last year. After allowing for seasonal influences, employment in these two months showed a rise of more than 100,000 and in February was more than 50,000 higher than in September 1957, the pre-recession peak. Employment gains were more marked in Ontario and the western provinces than in the eastern regions.

The strengthening demand for labour has been reflected in the number of vacancies registered with the National Employment Service. Vacancies reported are an imperfect measure of total labour demand, since all employers do not make use of NES services. They are, nevertheless, a sensitive indication of trend. Some 22,000 job vacancies were on file at mid-March, 28 per cent more than a year earlier. Clerical, construction and metal workers were in greatest demand. The gain over the year was close to 40 per cent in Ontario, more than 30 per cent in the two western regions and 22 per cent in Quebec. In the Atlantic region job vacancies were slightly lower than last year, reflecting, for the most part, difficulties in coal, iron ore mining and forestry.

Unemployment in Canada was still substantial in February but had dropped below the year-earlier level for the first time in more than two years. Persons without jobs and seeking work numbered 537,000 at mid-month, representing 8.8 per cent of the labour force compared with 9.4 per cent a year ago. The number on temporary layoff was also down moderately from last year; those on short-time were estimated at 51,000, down from 70,000 last year. The duration of unemployment was still somewhat greater than a year ago. This February, 36 per cent of the total had been seeking work for four months or more against 30 per cent last year. Twelve per cent had been seeking work for seven months or more against 7 per cent last year.

One of the notable developments of the month was an unusually early rise in agricultural employment. Farm employment does not usually change much in the early months of the year; but the seasonal decline almost always continues until March. This year the hiring of farm workers was reported to be already underway in parts of the Prairie Provinces. The result of this was that between January and February there was virtual stability in total farm employment, whereas in the past five years it has declined by an average of 16,000 in this period.



The recovery has been fairly widespread in other industries. Among the broad industry groups, only mining has shown a tendency to lag behind the general upturn, and in the majority (forestry and mining are the only exceptions) employment has passed the previous high for this time of year. In construction, estimated employment in February was at a new high for this time of year. Forestry was above last year's record low but was still well down from previous years. The general upswing in the goods-producing industries has been strongly supported by increases in manpower requirements in distribution and services. These industries were only lightly affected by the recession. In fact, employment expansion in the service industries during 1958 exceeded the high rate of the two previous years. The service industry now accounts for 22 per cent of employment in all industries compared with 20 per cent in 1955.

The improvement has been far from uniform within many of the broad groups. This is particularly true in manufacturing, which accounts for more than one quarter of total employment. Since the third quarter of last year, employment trends in most manufacturing industries have been at best horizontal or moderately upward. In motor vehicle production they have risen sharply; but they have declined in the manufacture of heavy transportation equipment, industrial machinery and structural steel. The net result of these varying trends has been a full recovery of employment to a level some 15,000 above the previous high for this time of year.

Rising production in many manufacturing industries reflects the influence of increasing motor vehicle production. With the introduction of new models last fall, motor vehicle sales increased over a year earlier by more than 25 per cent. The margin fell off in the first two months of this year but was expected to rise again in March. Total output in the first three weeks of March was about 20 per cent above last year, and close to capacity. In the main automobile manufacturing centres most, though not all, automobile workers had been recalled by the end of February.

An upturn of more moderate proportions has also been apparent in the textile industry. Although improvement was observable by the end of the year in the numbers employed, the work week in both textile and clothing manufacturing was four fifths of an hour longer than in 1957.

Despite a conspicuous lack of new large scale projects, construction activity has been maintained at a higher level than last winter. Last fall total employment in the industry fell far short of the 1957 seasonal peak. However, the decline during the winter months was unusually mild, so that in February estimated employment was at a record level for the time of year. The sustained labour demand this winter is attributable in large part to the record level of housebuilding activity. The number of new housing units started to drop in February, since direct loans to builders by Central Mortgage and Housing Corporation were no longer available. Owing to the upsurge in earlier months, however, the volume of work under construction remained greater than it has ever been at this time of year.

The municipal winter works incentive program of the federal Government has also been responsible for a considerable increase in construction employment this winter. At mid-March, expenditure on approved projects was estimated to be \$53,000,000 for the winter months, resulting in the hiring of



an estimated 32,000 workers during the period December to April. Projects in Ontario accounted for almost one third of the total employment content, with the remainder distributed among the other provinces.

## Forest Products Industries

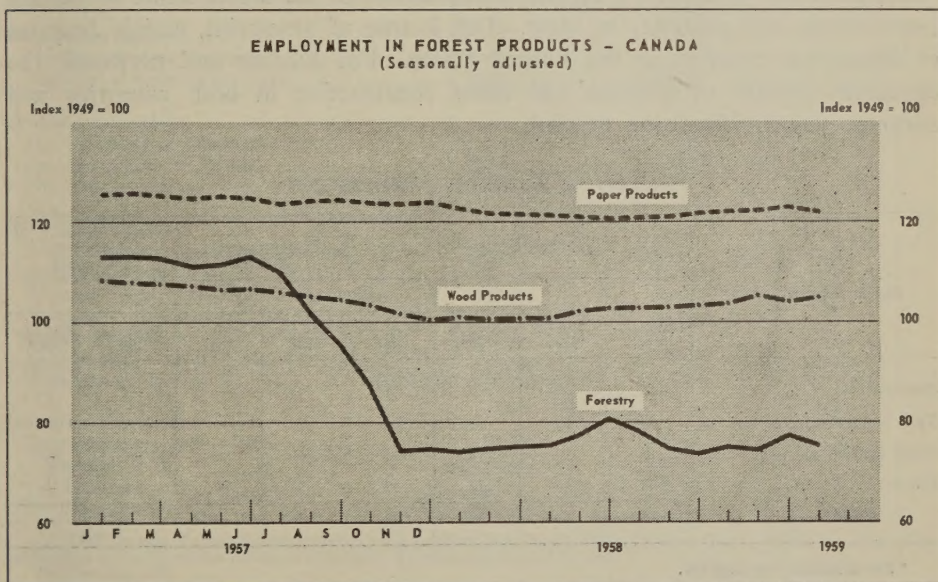
### Logging

Logging is carried out extensively in four of the five regions in Canada and in past years has provided employment for upwards of 140,000 workers during the busy season. Average employment this winter was estimated at 106,000, which was 15 per cent higher than in the same period last year but still considerably lower than in winters prior to 1958. It will be remembered that logging employment remained at an unusually low level for more than a year before the recent upturn in economic activity.

The revival of activity in the logging industry occurred largely in response to increasing demands for lumber, plywood, and other types of wood products. Industries processing these products normally consume about half of the timber cut and used in Canada. Pulp and paper manufacturing accounts for about 40 per cent of the total, while the remainder is used for fuel and local miscellaneous purposes.

British Columbia contributes about one third of the total timber cut, Quebec nearly 30 per cent, Ontario about 15 per cent, and the Atlantic provinces about 13 per cent. However, production in each of these areas has become quite specialized. Nearly two thirds of Canadian lumber production is carried out in British Columbia and about 40 per cent of pulp and paper production in Quebec.

Since the upturn in demand was largely confined to lumber, much of the improvement in logging employment was concentrated in British Columbia. Logging employment east of the Rockies was retarded by the continued low





level of pulpwood consumption and high inventories. Pulp and paper manufacturing has shown some strength in recent months, but the increase in pulpwood consumption was met from existing stocks. Stocks of pulpwood were still quite heavy in most areas at the turn of the year.

Logging employment this year is expected to be only slightly above the reduced level of 1957-58. Changes in the structure and deployment of the logging labour force which were in evidence last year are likely to persist. For one thing, the trend towards a full-time occupation in logging can be expected to continue. Further increases in mechanization can also be expected.

## Manufacturing

The forest products industries have shown increasing activity since mid-1958, reversing the earlier downward trend which had been in evidence since the beginning of 1957. Firmer demands for lumber, plywood, veneer, newsprint and pulps resulted in sizeable employment gains in both wood products and paper products industries. In January 1959, pulp and paper mill employment was about 8 per cent higher than a year before, although still below January 1957. Saw and planing mills showed a similarly sharp employment gain of 7.5 per cent.

In both the paper products and wood products industries increases in production occurred well in advance of increases in employment. The output of paper products (seasonally adjusted) showed a rise of 6 per cent between the fourth quarter of 1957 and the third quarter of 1958, a period during which employment was flattening out and short time was prevalent. The lumber and plywood industries showed a similar sharp increase in production during this period, preceding the upturn in employment. A trend towards longer hours was established in the lumber and plywood industries in the second quarter of 1958 and by September the average work week exceeded that of 1957.

While an uptrend in activity has been clearly established in the wood and paper products industries, a further improvement in the manufacture of certain commodities will probably be slow. This is true of newsprint, mainly because of increasing capacity in the United States. For lumber and plywood, the expected strength of housing and other construction in both countries will continue to provide strong support.

### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus*				Approximate* Balance		Labour* Shortages	
	1		2		3		4	
	Mar. 1, 1959	Mar. 1, 1958	Mar. 1, 1959	Mar. 1, 1958	Mar. 1, 1959	Mar. 1, 1958	Mar. 1, 1959	Mar. 1, 1958
Metropolitan.....	8	10	4	2	—	—	—	—
Major Industrial.....	18	22	8	4	—	—	—	—
Major Agricultural.....	8	9	6	5	—	—	—	—
Minor.....	40	48	17	10	1	—	—	—
Total.....	74	89	35	21	1	—	—	—

\* For definition, see page 339.



# Current Labour Statistics

(Latest available statistics as of March 10, 1959)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Feb. 21	6,084,000	+ 0.1	+ 2.1
Total persons with jobs.....	Feb. 21	5,547,000	+ 0.2	+ 2.8
At work 35 hours or more.....	Feb. 21	4,800,000	- 0.5	+ 2.5
At work less than 35 hours.....	Feb. 21	284,000	+ 8.4	+ 14.1
With jobs but not at work.....	Feb. 21	198,000	+ 9.4	+ 10.6
With jobs but on short time.....	Feb. 21	51,000	- 5.6	- 27.2
On temporary layoff for the full week.....	Feb. 21	34,000	- 15.0	- 10.5
Persons without jobs and seeking work.....	Feb. 21	537,000	- 0.2	- 4.6
Persons with jobs in agriculture.....	Feb. 21	608,000	+ 0.5	0.0
Persons with jobs in non-agriculture.....	Feb. 21	4,939,000	+ 0.1	+ 3.2
Total paid workers.....	Feb. 21	4,495,000	+ 0.3	+ 3.4
Registered for work, NES (b)				
Atlantic.....	Feb. 19	114,500	+ 9.4	- 3.1
Quebec.....	Feb. 19	262,400	+ 5.4	+ 0.2
Ontario.....	Feb. 19	224,400	- 2.5	- 8.4
Prairie.....	Feb. 19	108,600	+ 3.5	- 6.0
Pacific.....	Feb. 19	81,300	- 6.6	- 17.1
Total, all regions.....	Feb. 19	791,200	+ 2.0	- 5.7
Claimants for Unemployment Insurance benefit.....	Jan. 31	785,071	+ 9.8	- 5.9
Amount of benefit payments.....	January	\$58,651,915	+74.8	- 3.5
Industrial employment (1949 = 100).....	Jan. 1	115.8	- 2.9	- 1.5
Manufacturing employment (1949 = 100).....	Jan. 1	106.9	- 2.5	- 1.9
Immigration.....	Year 1958	124,851	—	- 55.8(c)
Destined to the labour force.....	Year 1958	63,078	—	- 58.4(c)
<i>Conciliation Services</i>				
Number of cases in progress.....	December	773	- 8.3	+ 27.3
Number of workers involved.....	December	169,208	-21.9	- 23.0
<i>Strikes and Lockouts</i>				
No. of strikes and lockouts.....	February	29	-23.7	- 6.5
No. of workers involved.....	February	7,068	-48.6	- 49.2
No. of days lost.....	February	123,175	-22.4	+ 94.3
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Jan. 1	\$69.03	- 3.6	+ 4.0
Average hourly earnings (mfg.).....	Jan. 1	\$1.71	+ 2.2	+ 3.1
Average hours worked per week (mfg.).....	Jan. 1	40.8	- 0.3	+ 1.2
Average weekly earnings (mfg.).....	Jan. 1	\$69.73	+ 1.9	+ 4.4
Consumer price index (av. 1949 = 100).....	Feb. 1	125.7	- 0.3	+ 1.6
Real weekly earnings (mfg. av. 1949 = 100)....	Jan. 1	132.6	+ 2.0	+ 2.2
Total labour income.....\$000,000	December	1,359	- 2.0	+ 4.9
<i>Industrial Production</i>				
Total (average 1949 = 100).....	January	150.4	+ 0.9	+ 5.2
Manufacturing.....	January	132.8	- 0.1	+ 4.8
Durables.....	January	133.4	+ 2.1	+ 2.1
Non-Durables.....	January	132.4	- 1.8	+ 7.3

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 339 of this issue.

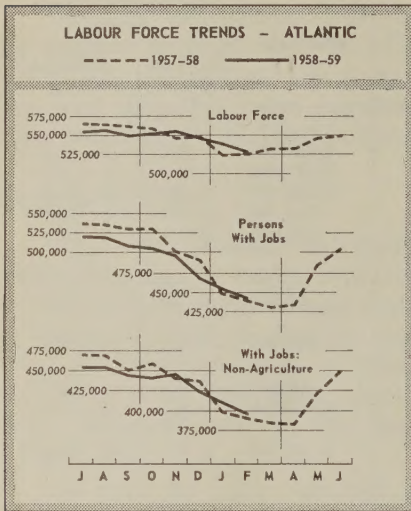
(b) See page 339.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.



# Manpower Situation in Local Areas

## ATLANTIC



Employment in the Atlantic Region reached a low level during February, largely as a result of shutdowns of Nova Scotia coal mines. At February 21, the total of persons with jobs in the region was estimated at 442,000, some 14,000 fewer than in the previous month but 3,000 more than a year ago. All except two of the DOSCO mines were closed during the month owing to a shortage of orders, resulting in a layoff of some 4,000 workers. Forestry employment remained at an unusually low level as strike activity hampered logging operations in Newfoundland. Various areas in the region experienced seasonal employment declines in fishing, construction and waterfront activity.

The construction industry showed continuing strength during February though interruptions were frequent on some projects owing to bad weather. The most recent figures on construction employment show a year-to-year gain of 11 per cent. Residential construction has been a key source of employment strength this winter, making up for some of the losses in other industries. Municipal winter work incentive programs were another reason for the increase in construction activity this season. The outlook for housing is considerably better than a year ago; housing starts in February were more than double the figure for the same month last year.

Manufacturing employment showed little over-all change during the month; layoffs in sawmilling were offset by increased activity in shipbuilding. The decline in sawmilling activity was larger than usual as a result of the destruction of two mills by fire. Local demands for lumber were quite strong as a result of sustained activity in housebuilding. The outlook in other sectors of manufacturing remained weak.

Employment levels were sharply lower than last year in the pulp and paper and iron and steel products industries. In certain plants short-time was quite prevalent also. Employees at the Sulphite Mills in Atholville, N.B., are reported to have lost from one to two weeks work a month for more than a year.

At the beginning of March the area classification was as follows (last year's figures in brackets): in substantial surplus 19, (20); in moderate surplus 2, (1).

### Local Area Developments

**St. John's** (metropolitan) remained in Group 1. The unsettled labour dispute in forestry was indirectly responsible for much of the year-to-year increase in unemployment in this area. Construction employment remained at a considerably higher level than last year despite the fact that fairly heavy layoffs



# CLASSIFICATION OF LABOUR MARKET AREAS—MARCH 1, 1959.

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Edmonton Hamilton Montréal Québec-Lévis St. John's Vancouver-New Westminster Windsor Winnipeg	Calgary Halifax Ottawa-Hull Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Corner Brook Cornwall Farnham-Granby Ft. William- Pt. Arthur Joliette Lac St.-Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Sarnia Shawinigan Sherbrooke Sudbury Sydney Timmins-Kirkland Lake Trois Rivières	Brantford Guelph Kingston Kitchener London Oshawa Saint John Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	BARRIE ← Charlottetown Lethbridge North Battleford Prince Albert Rivière du Loup Thetford Mines- Megantic-St. Georges Yorkton	→ BRANDON → CHATHAM Moose Jaw Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Beauharnois Belleville-Trenton Bracebridge BRAMPTON ← Bridgewater Campbellton Chilliwack Dauphin Dawson Creek Drummondville Edmundston Fredericton Gaspé Grand Falls Kentville Lindsay Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage La Prairie Prince Rupert Quebec North Shore Rimouski St. Stephen Ste.-Agathe St.-Jérôme Sault Ste. Marie Simcoe Sorel Summerside Trail-Nelson Truro Valleyfield Victoriaville Weyburn Woodstock, N.B. Yarmouth	→ CENTRAL VAN- COUVER ISLAND → CRANBROOK Drumheller Galt Goderich → KAMLOOPS → LACHUTE-STE. THERESE Listowel Medicine Hat → PRINCE GEORGE St. Hyacinthe St. Jean St. Thomas Stratford Swift Current Walkerton Woodstock- Ingersoll	Kitimat	

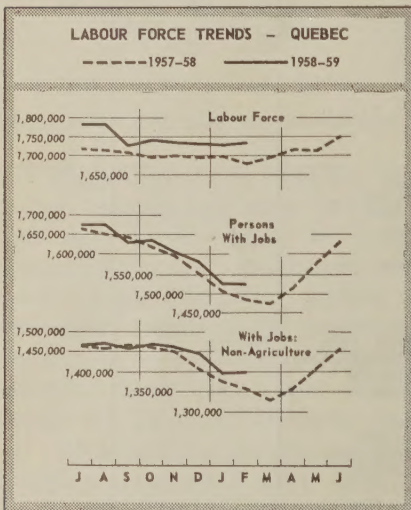
→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 339 of this issue.



occurred during the month. Outside construction was hampered by extreme weather conditions. The fishing industry showed little improvement during the month; landings were reported to be well below average.

**Halifax** (metropolitan) remained in Group 2. The employment situation in this area remained much more favourable than in other parts of the region. All plants in the area operated steadily during the month, and some showed a build-up of employment. The Halifax shipyards remained quite active as several small repair jobs were received during the month. Weather conditions favoured logging during February. An improvement in the lumber market was the main reason for the steady pace of logging activity this winter. While the local demand for lumber has shown considerable strengthening, there has been little change in the export market.

## QUEBEC



Employment in the Quebec region remained stable during February, a time at which it usually declines. An estimated 1,526,000 persons had jobs in the week ended February 21, 1959, a figure virtually unchanged from the previous month but 41,000 more than in February last year. All of the gain in employment over the year originated in non-farm industries, particularly in trade, finance and service industries.

Activity was higher than last winter in highway and residential building construction. Although housing starts in February were some 6 per cent lower than a year ago, partly due to the inclement weather, work on completions and winter projects more than offset this decline.

Employment in forestry showed an improvement during the last quarter of 1958 and, during January and February, remained on about the same level as the year before.

Manufacturing employment was more than 5 per cent lower during the last quarter of 1958 than in 1957. In January and February some improvement was reported in iron and steel, shipbuilding and aircraft manufacturing, although employment in these industries was substantially lower than in 1957. Employment in textiles turned up earlier than last year, with a particularly marked improvement in the clothing industry (in part due to the early Easter). Shipments in the last quarter of 1958 were, on the average, some 6 per cent higher than the corresponding period in 1957 and local reports indicate considerably higher production in the first two months of 1959.

Employment in the wood products industry rose above the level of the previous year during the last two months of 1958. Higher employment in sawmills contributed much to this improvement. Employment became firmer



in pulp and paper mills and the work week increased during the last quarter of 1958, although at the end of the year employment was still 2 per cent lower than a year earlier.

Employment in 1958 remained well below the level of the previous year in the non-ferrous metal products industry. Although there has been no noticeable improvement in the demand for aluminum, recent months have seen some strengthening in the copper market. Another encouraging development occurred in Sorel, where plans got under way to resume operations at a titanium plant; about 400 employees will be recalled gradually. Employment was declining in heavy electrical apparatus manufacturing, which has been adversely affected by the reduction in construction of new power and generating facilities.

Total unemployment in the region was not very different from the same time last year; it was lower in 15 of 24 local labour market areas and higher in Montreal and eight other areas. At the end of February, the area classification was as follows, (last year's figures in brackets): in substantial surplus 21, (23); in moderate surplus 3, (1).

### Local Area Developments

**Montreal** (metropolitan) remained in Group 1. Unemployment declined slightly during February. Seasonal employment declines in construction and transportation industries were more than offset by increases in manufacturing, particularly in secondary textiles. Gains were also reported in leather and shipbuilding industries, along with some improvement in the iron and steel industry.

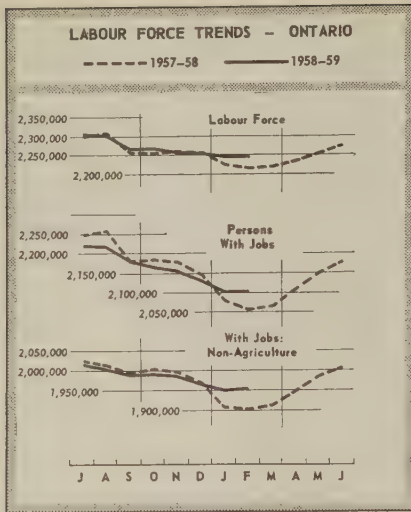
In January industrial employment in the area was some 5 per cent below the previous year's level. Employment in construction, finance and service industries showed marked gains over the year; it was also higher in both primary and secondary textiles. Sharp declines were registered in other parts of manufacturing, particularly in the transportation equipment, and iron and steel industries.

**Quebec-Levis** (metropolitan) remained in Group 1. Registrations at National Employment Service offices increased slightly during February but were about 5 per cent lower than at the same time last year. During the month shoe and clothing plants increased employment while the Montmorency cotton mill laid off some 50 workers. In Levis work on new shipbuilding contracts was under way, resulting in the rehiring of several hundred workers.

## ONTARIO

Employment in Ontario remained stable during the month and was much higher than last year. The number of persons with jobs at February 21 was estimated to be 2,101,000, virtually unchanged from the previous month but about 44,000 higher than a year ago. Non-farm employment showed a gain of 54,000 over the year, whereas farm employment declined by 10,000. The number of persons without jobs and seeking work increased fractionally





from the previous month but was appreciably lower than at the same time last year.

Economic conditions continued to improve over last year. The improvement extended to industries which had been most affected by the recession, including iron and steel and consumer durables. The steel industry operated at a high percentage of capacity, with some plants working at full capacity. Orders for flat-rolled steel were running high, resulting in extended delivery dates; the demand for structural steel and rails was less strong. Motor vehicle production rose by about 9 per cent over the month and was 22 per cent higher than last year; total production during the first two

months of 1959 increased by about 15 per cent over the same period last year. Production of farm implements increased steadily and the industry was making plans for further expansion. There was, however, as yet little improvement in the production of heavy machinery, machine tools, and railway rolling stock and equipment. Layoffs occurred at a number of aircraft feeder plants during the month owing to the cancellation of AVRO contracts.

Construction activity remained at a high level, although housing starts were lower than in the previous month and much lower than in the same month last year. The decline occurred in part because of severe weather conditions and in part as a result of a decline in direct loans by Central Mortgage and Housing Corporation. Forestry operations were greatly hampered by heavy snow during February.

Three of the 34 areas in the region were reclassified during the month, one of them to a category denoting an employment increase. At March 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 16 (12); in substantial surplus, 18 (22).

### Local Area Developments

**Metropolitan Areas (Classification unchanged):** *Hamilton* (Group 1)—The employment situation improved during the month and was somewhat better than a year ago. The steel plants were working at capacity but the over-all demand for labour was low. The farm implements industry was planning new expansion. There were signs of new activity in the heavy machinery producing industry. The automobile plant greatly increased its production. Home appliances and small motors producing industries were very active. *Ottawa-Hull* (Group 2)—Employment underwent little change during the month but was higher than last year. The demand for labour was very strong for this time of the year. Conditions in the construction industry were much better than last year but progress was retarded by cold weather and heavy snow. Severe weather conditions also hampered the log drive in the Hull area. The manufacture of newsprint and other paper products continued at the high level of the previous month. *Toronto* (Group 2)—Employment remained virtually unchanged during the month and was slightly higher than



last year. In manufacturing, there was a gradual increase in activity in the iron and steel products industry, with the exception of structural steel. Light manufacturing showed a general improvement. A substantial number of hirings took place in the agricultural implements and fabricated steel industries. Some layoffs occurred in ferrous metal products. Heavy layoffs occurred in the aircraft industry following the cancellation of AVRO contracts. *Windsor* (Group 1)—The employment situation continued to improve over the month and was much better than a year ago. Unemployment remained high, however. The motor vehicle industry was operating at a high level throughout the month, and the non-automotive industries showed increasing strength.

**Barrie** (major agricultural) was reclassified from Group 2 to Group 1. The decline in construction, due to severe weather conditions, was mainly responsible for the reclassification.

**Chatham** (major agricultural) was reclassified from Group 1 to Group 2. Stepped-up production at a local truck plant and an increase in automobile parts production brought the area into the moderate surplus category.

**Brampton** (minor) was reclassified from Group 2 to Group 1.

## PRAIRIE

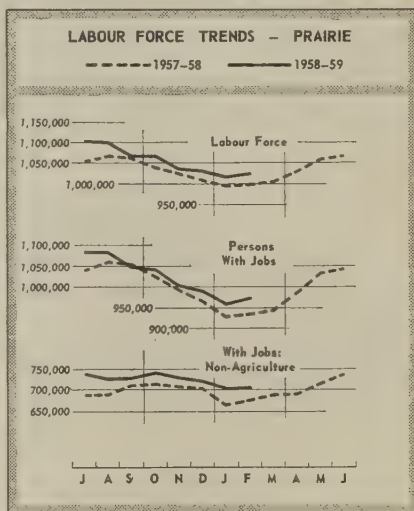
In the Prairie region the seasonal employment decline appeared to have ended in February. The first rise in the estimate of total employment since July, amounting to 14,000, brought the February 21 total to 975,000. This figure was 43,000 higher than a year earlier. The expansion in farm employment, which was a month earlier than in the two previous years, was much larger than the urban increase.

Farmers were hiring men to overhaul machinery and to clean seed in preparation for spring planting, and some married couples were being taken on earlier in anticipation of possible difficulties in obtaining suitable help later.

Crude oil production for the month was higher than last year and well-drilling activity was at about the same level. The number of geophysical crews at mid-month was down 20 per cent from the same time in 1958.

Higher volume of output in meat packing, farm machinery, textiles and clothing added strength to manufacturing employment. The year-earlier level reached in January was exceeded in February, although some weakness was evident in paper production. Construction employment also strengthened from January, when it exceeded the level of the year before by 8.5 per cent.

In general, the employment increase in the month took place on farms and in the larger cities. A continuation of the seasonal decline was still evident in the small towns and in some agricultural centres which were not yet affected by the pickup in agriculture. The classification of the 20 areas



in the region remained unchanged during the month, and at March 1 was as follows (last year's figures in brackets): in substantial surplus 11 (15); in moderate surplus 9 (5).

### Local Area Developments

**Calgary** (metropolitan) remained in Group 2. Employment at mid-winter this year was well above last year's low level, mainly as a result of a greater volume of construction and a year-to-year improvement in manufacturing. Although January housing starts were down 19 per cent from the same month last year, the carry-over from previous months kept the number of units under construction at the beginning of February 41 per cent higher than last year. Structural steel and other building supply industries were busy. Clothing manufacturers were at full capacity.

**Edmonton** (metropolitan) remained in Group 1. A labour dispute involving plumbers and steamfitters was settled. Construction was sustained by the 49 per cent more houses under construction at the beginning of February than a year earlier. This, along with improvement in manufacturing, kept the number of male workers registered at the local office of the National Employment Service down 14 per cent from February of last year. Because of a larger registration of female workers, the total decline amounted to 9.5 per cent.

**Winnipeg** (metropolitan) remained in Group 1. Registrations at the National Employment Service rose slightly from the January figure but were down 13 per cent from last year. January housing starts were 147 per cent above the number for the same month a year before, and the number of units under construction at the end of the month was 64.2 per cent higher. The needle trades were busy and farm machinery production increased seasonally.

**Port Arthur and Fort William** (major industrial) remained in Group 1. During the month the winter's pulp-cutting operations neared completion and the grain elevators were filled to near capacity. Consequent layoffs added to unemployment in the district. A shipyard and the railroads also reduced staff, although these reductions were balanced by hirings at the bus and aircraft plant. Registrations at the National Employment Service were up 4.5 per cent over the same time last year.

### PACIFIC

A continued rise in activity in the Pacific region was reflected in a substantial rise in employment and a further decline in unemployment. In mid-February an estimated 503,000 persons had jobs, 11,000 more than in the previous month and 21,000 more than a year earlier. With allowances for seasonal variation, employment at this date was back to the high level of 18 months ago.

Most of the improvement in February stemmed from increasing lumber production, an early re-opening of logging camps, and an upswing in construction. Continued strength of the housing program in Canada, and increases in all kinds of construction in the United States, have been the main sources of demand for British Columbia lumber. In spite of declines in other product markets, total lumber shipments in the last half of 1958 were one-third higher than in the same period of 1957.



As a result of a cutback in resource development and power projects, construction employment in early January was down 18 per cent from last year. Some pick-up was reported in February, principally in Vancouver-New Westminster. Most of the strength was in housing, although there was also some increase in larger construction projects.

Employment in mining, smelting and shipbuilding dropped more sharply over the past 18 months than in most other industries, and although the contribution of each industry to the total employment decline was relatively small, the combined effect was considerable. Further layoffs were reported in these industries during February, but there were expectations of re-hiring in coming months.

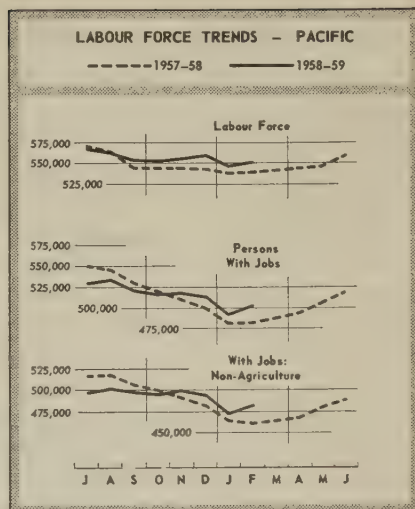
Unemployment in the region continued to decline during the month and was considerably lower than a year earlier in all parts of the region. As in other regions, however, the amount of unemployment was considerably greater than two years ago. The classification of local areas at the end of February was as follows (last year's figures in brackets): in substantial surplus, 5 (9); in moderate surplus, 5 (2); in balance, 1 (0).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan) remained in Group 1. The effect of the general upswing on unemployment in the region was most marked in this area. Registrations at the National Employment Service office, which showed a continued decrease of more than 10 per cent during the month, indicate the re-employment of more than 1,300 lumbering workers and 1,500 construction workers. Shortages of some logging skills had developed by the end of the month. The surplus of construction workers was still large, although not as large as in February 1958. Construction employment in the area has been close to last winter's level and building permit values indicate a further improvement in coming months. Little change was apparent in the level of activity in shipbuilding and iron and steel products, the industries in which employment losses have been heaviest during the past year.

**Victoria** (major industrial) remained in Group 2. Employment in January was slightly lower than a year earlier and little over-all change occurred in February. The three shipyards in the area laid off small numbers of workers but the start of work on new contracts at the end of the month stabilized the employment level and greatly improved the outlook.

**Prince George, Central Vancouver Island, Kamloops, Cranbrook** (minor) were reclassified from Group 1 to Group 2. Reduced unemployment in all of these areas was the result of an early and strong upturn in logging, lumbering and construction. In most larger firms employment was higher and the prospects were considerably brighter than at this time last winter.



# Labour-Management Relations

Although some important settlements occurred during February, the more noteworthy events of the month were two prolonged strikes, both continuing from January. One involved the Canadian Broadcasting Corporation in Montreal and the other the pulp and paper industry's logging operations in Newfoundland. The CBC strike was resolved early in March but, at the time of writing, the situation in Newfoundland was still uncertain. Major settlements occurred during the month in the mining, rubber and lumber industry, among others. The agreements in the rubber industry were significant in that they were for one year only in contrast to the longer duration of many recent agreements.

In the rubber industry, important settlements were reached between the United Rubber Workers' Union and the Goodyear Tire and Rubber Company of Toronto and the Firestone Tire and Rubber Company of Hamilton. The Goodyear agreement, covering 1,700 workers, provides hourly increases of 5 cents for production workers and 11 cents for skilled trades. The Firestone settlement, covering approximately 1,000 workers, provides hourly increases of 5½ cents and 8 cents for piece workers and production workers respectively. During February, bargaining was under way between the Dunlop Rubber Company in Whitby and Toronto and the same union. Bargaining is expected to begin shortly with the Dominion Rubber Company establishments in Kitchener and Montreal involving the same union, while negotiations are in progress at this company's St. Jerome plant, involving the Federal Rubber Workers' Union. The latter union is also in negotiation with the British Rubber Company, Montreal.

In the gold mining industry, the United Steelworkers of America reached agreement with the MacIntyre Porcupine Mines of Timmins, Ont., providing for wage increases for 1,100 workers totalling 13 cents an hour over the two-year duration of the agreement. In the base metals industry the International Union of Mine, Mill and Smelter Workers concluded negotiations with the Consolidated Mining and Smelting Company of Canada in separate agreements covering the plants at Trail and Kimberly, B.C. The settlements cover some 4,300 workers and provide wage increases totalling 12 cents an hour over their three-year duration. Provision was made for three weeks vacation after 10 years of service and the company agreed to contribute a further 2½ cents an hour to the sick leave plan. Collective bargaining will continue in this industry, since negotiations are now under way between the United Steelworkers of America and Noranda Mines Limited and Hollinger Mines, and agreements will soon terminate between the United Steelworkers and the Quemont Mining Corporation and the Normetal Mining Corporation, both in Quebec, and Steep Rock Iron Mines in Ontario.

The strike involving the logging operations of the Newfoundland pulp and paper industry has been complicated by the passage of legislation in the provincial Legislature decertifying the International Woodworkers of America, which had recently been certified as the bargaining agent of the logging employees of the Anglo-Newfoundland Development Company, one of the two large pulp and paper companies in the province. The IWA considers the strike to be still in effect; but a rival organization, the Newfoundland Brotherhood of Woodworkers, has been established and has reached an agreement with the company embodying a wage increase of 5 cents per hour. The strike



## Bargaining Status of Major Agreements Reviewed, February 1959

B = Bargaining. P/C = Post Conciliation. C = Conciliation. W/S = Work stoppage.  
A = Arbitration. Ex = Negotiations Expected. Brackets indicate information not confirmed.

Company and Location	Union	Status
Anaconda American Brass Co., New Toronto.....	U.A.W.....	P/C
Anglo-Newfoundland Development Co.....	I.W.A.....	W/S
Atomic Energy of Canada, Chalk River, Ont.....	Various Unions.....	Ex
B.C. Telephone Co.....	Telephone Workers.....	B
Bowater's Newfoundland Pulp and Paper, Corner Brook, Nfld.....	Various Unions.....	P/C
Canadair Ltd., St. Laurent, Que.....	Machinists.....	C
Canadian Broadcasting Corporation.....	ARTEC.....	Ex
Canadian Broadcasting Corporation.....	NABET.....	C
Canadian Cannery (Western) Ltd., Vancouver.....	Packinghouse Workers.....	C
Canadian Car and Foundry Ltd., Montreal.....	Railway Carmen.....	C
Canadian Cottons Ltd., Cornwall and Hamilton..	T.W.U.A.....	B
Canadian National Railways.....	Locomotive Engineers.....	C
Canadian Pacific Railway.....	Railroad Trainmen.....	B
Canadian Vickers Ltd., Montreal.....	Vickers Employees CCCL.....	B
Canadian Vickers Ltd., Montreal.....	Various AFL Unions.....	B
City of Edmonton.....	N.U.P.E.....	Ex
City of Montreal.....	Muni. Empl. CCCL.....	B
City of Vancouver.....	Civic Empl. Union.....	C
City of Winnipeg.....	N.U.P.S.E.....	Ex
Communauté des Soeurs de Charité de la Providence, Montréal.....	Employees Association.....	Ex
Dominion Engineering Works Ltd., Lachine, Que..	Machinists.....	Ex
Dominion Bridge Co. Ltd., Lachine, Que.....	Steelworkers.....	Ex
Dominion Coal Co. Ltd., Nova Scotia.....	Mineworkers.....	B
Dominion Rubber Co. Ltd., St. Jerome, Que.....	Federal Rubber Workers.....	C
Dominion Textile Co. Ltd., Montreal.....	U.T.W.A. and CCCL.....	A
Dominion Wabana Ore Ltd., Bell Island, Nfld...	Steelworkers.....	Ex
Edmonton Builders Exchange.....	Carpenters.....	B
Edmonton Labour Bureau.....	Plumbers.....	W/S
Electro-Metallurgical Co., Welland, Ont.....	U.E.....	B
Falconbridge Nickel Mines Ltd.....	Mine Mill.....	C
Garment Mfrs. Assoc. of Western Canada, Winnipeg.....	Clothing Workers.....	C
General Contractors Association, Vancouver, Edmonton and Calgary.....	Hod Carriers and Carpenters.....	B
Hamilton General Hospital.....	N.U.P.E.....	B
Heavy Construction Association, B.C.....	Operating Engineers.....	B
Heavy Construction Industry, Vancouver, B.C.....	Teamsters.....	B
H. J. Heinz of Canada Ltd., Leamington, Ont.....	Packinghouse Workers.....	B
Hollinger Consolidated Gold Mines, Timmins, Ont.....	Steelworkers.....	P/C
International Harvester Co., Hamilton, Ont.....	Steelworkers.....	Ex
John Inglis Company Ltd., Toronto.....	Steelworkers.....	B
Lakehead Builders Exchange.....	Carpenters.....	B
Lakehead Terminal Elevators Association.....	Steamship Clerks.....	C
Labour Bureau, Vancouver, B.C.....	Plumbers.....	B
Labour Relations Association (St. Lawrence Seaway Project) Ont.....	Allied Construction Council.....	Ex
Manitoba Telephone System.....	Telephone Workers.....	Ex
Metropolitan Board of Commissioners of Police, Toronto.....	Police Association.....	A
Montreal Cottons Limited.....	U.T.W.A.....	A
Noranda Mines Ltd., Noranda, Que.....	Steelworkers.....	B
Northern Electric Co. Ltd.....	Office Employees.....	B
Old Sydney Collieries Ltd.....	Mine Workers.....	B
Polymer Corp. Ltd., Sarnia.....	Oil, Chemical & Atomic Workers.....	P/C
Price Bros. Co. Ltd., Kenogami, B.C.....	CCCL.....	Ex
Province of Saskatchewan.....	Civil Servants CLC.....	B
Quebec Hydro Electric Commission.....	Employees Assoc.....	B
Saskatchewan Government Telephones.....	Communications Workers.....	B
Shawinigan Chemical Ltd., Shawinigan.....	Chemical Workers CCCL.....	B
Trans-Canada Airlines, Montreal.....	Machinists.....	Ex
Toronto General Hospital.....	Building Service Employees.....	C
Vancouver Automobile Dealers.....	Machinists.....	B
Vancouver Contractors.....	Painters & Decorators.....	B
Various Dairies, Toronto.....	Teamsters.....	B
Various Moving & Storage Cos., Vancouver, B.C..	Teamsters.....	C

has been characterized by considerable bitterness and some violence. The enactment of special legislation in the Newfoundland Legislature has caused a good deal of controversy, and has elicited strong criticism from organized labour.

On a smaller scale, some logging operations in Northern Ontario have been interrupted by strike action since early in January. Approximately 450 woodworkers, members of the Lumber and Sawmill Workers Union, a local of the United Brotherhood of Carpenters and Joiners, have been on strike against the Marathon Corporation of Canada. The Ontario Labour Relations Board has declared that the stoppage is illegal because it occurred before the completion of conciliation procedures. A conciliation board met early in March in an effort to end the work stoppage. While it is reported that some workers have returned to their jobs, at the time of writing the work stoppage was still under way.

The same union of carpenters and joiners recently signed a two-year agreement with the Abitibi Power and Paper Company affecting 2,000 workers and providing a 5-cent hourly wage increase retroactive to May 1958 and a wage re-opener on May 1, 1959.

Under the terms of the Quebec Collective Agreements Act, an important agreement was reached on wages and working conditions covering 50,000 workers in the Montreal area building trades. The new terms provide hourly wage increases totaling 25 cents spread over a two-year period ending March 31, 1961.

Strike action was narrowly averted with the signing on March 9 of a two-year agreement between the Canadian Westinghouse

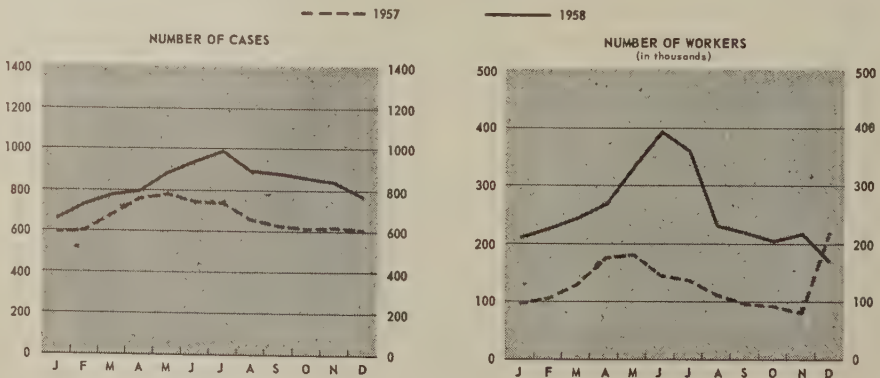
Company and the United Electrical, Radio and Machine Workers. The agreement, affecting 4,000 workers in Hamilton, 60 in Toronto and 200 in London, provides an increase of 17 cents an hour on the basic wage rate of \$1.61, effective from the date of settlement, along with \$60.00 per employee for that part of the wage increase made retroactive to April 22, 1958; an added 6 cents an hour will be applied to the basic wage on March 9, 1960. Some 100 tool and die makers have received a further 8-cent-an-hour increase. Shift premiums were increased and there were other improvements in fringe benefits.

The United Automobile Workers Union has once again refused to participate in conciliation board proceedings, this time in negotiations with the Cockshutt Farm Equipment Co. of Brantford. UAW negotiators walked out of conciliation board hearings shortly after the meeting had convened. The union has claimed that the number of clauses in dispute would prevent the board from effectively carrying out its operations at this time.

Almost 1,900 workers, employees of the government-owned Polymer Corporation, Sarnia, manufacturers of synthetic rubber, walked off the job on March 18. The bargaining agent, the Oil, Chemical and Atomic Workers International Union, is asking for wage increases amounting to 12 cents an hour to bring Polymer rates into line with what the union says are paid in oil refineries.

The Canadian Pacific Railway Company and the Brotherhood of Locomotive Firemen and Enginemen have signed a two-and-a-half year agreement covering firemen and enginemen in the Eastern region, providing for a 4-cent-an-hour wage increase retroactive to July 4, 1958 and a 7½-per-cent increase based on the July 1958 wage.

#### CONCILIATION SERVICES IN CANADA





## NOTES OF CURRENT INTEREST

### Municipal Winter Works Plan Creates Jobs for 30,000

Up to the beginning of March, 1,703 projects under the Municipal Winter Works Incentive Program had been approved, Hon. Michael Starr, Minister of Labour, announced in the House of Commons on March 3.

Total cost of the projects is \$70 million, and 30,091 persons will be engaged on them.

Of the 1,703 projects, 2,044 are in New Brunswick, 5,336 in Nova Scotia, 17 in Newfoundland, 169 in Quebec, and 218 in British Columbia.

As of February 27, the approved projects provided 1,400,000 man-days of work.

Under the provisions of the Winter Works Incentive Program, the federal Government reimburses municipalities one half of the direct payroll costs of the municipality, during the period December 1, 1958 to April 30, 1959, for projects that would not normally be undertaken during the winter and that are designed to create additional employment during this period of the year.

Such projects include needed public projects that municipalities were planning to undertake some time in the future but which can be undertaken this winter, new projects that can be undertaken this winter, and additional work on existing projects over and above the work that would have been carried out in any event this winter.

The following categories of projects are covered: construction of major reconstruction of streets, sidewalks and roads, other than arterial roads; construction and major reconstruction of water, sewage and storm sewage facilities not including buildings; and construction and development of municipal parks.

Another provision is that the bulk of those employed under the plan must be unemployed at the time they are hired; payments to year-round employees of the municipalities are not to be included as part of the direct payroll costs.

Preference is given to projects providing the greatest amount of employment, and priority is given to projects in areas where unemployment is particularly high.

Provincial governments are relied on to ensure that prevailing wage rates apply on the winter work projects.

### Labour Legislation Forecast At Opening of Legislatures

Three more provincial Legislatures opened last month, in Alberta on February 5, in Prince Edward Island on February 10 and in New Brunswick on February 12. The Throne Speeches in all three contained references of interest to Labour.

The British Columbia Legislature opened January 22; the Ontario Legislature, January 27 (L.G., Feb., p. 121 and 122). The Throne Speech at the Opening of the Quebec Legislature last November 19 contained no reference to labour legislation.

The Alberta Government, the Throne Speech declared, "has initiated an extensive winter works program and has arranged for the continuation of work on various projects normally discontinued during winter months".

Legislation to divide the Alberta Department of Industries and Labour into two separate departments—a Department of Industry and Development, and a Department of Labour—will be introduced, the Speech forecast.

Announcement that the National Hospital Plan would be put into operation in Prince Edward Island this year was made in the Throne Speech opening the province's Legislature. Also forecast was the setting up of a program to help young persons to get established on farms.

Amendments to the province's Workmen's Compensation Act to increase benefits to widows and children will be introduced in the New Brunswick Legislature, the Throne Speech announced.

### Unemployment in U.S. Highest For Any January since 1941

There were 4,724,000 persons unemployed in the United States in January, 616,000 more than in the previous month. It was the largest number for any January since 1941, according to figures released by the U.S. Departments of Labor and Commerce.

The number of persons with jobs fell by 1,300,000 to 62,700,000 with the release of Christmas workers from retail stores and post office jobs, and further cutbacks in outdoor work.

In Britain, unemployment fell by 12,000 between January 12 and February 9.

## Recent Changes in Engineering Manpower Title of New Report

A continuance in the immediate future of the present generally balanced labour situation for engineers appears likely, according to available information; but any sharp expansion in economic activity, particularly if accompanied by a rise in private investment, might bring about a recurrence of the shortage that prevailed during most of the past decade.

This is one of the main conclusions stated in *Recent Changes in Engineering Manpower Requirements and Supplies in Canada*, a report just published by the Department of Labour. The report is Professional Manpower Bulletin No. 4 in the series issued as part of the Research Program on the Training of Skilled Manpower. (Previously issued reports in the series are listed in the LABOUR GAZETTE, Nov. 1958, p. 1252).

A summary published in the LABOUR GAZETTE for December 1958, p. 1330, covered much of the ground covered by this latest report. The bulletin, which brings up to date information contained in two previous reports, is based on new data obtained from three sources.

One of these sources is a newly completed survey of requirements for engineering and scientific manpower—one of a series of such surveys conducted every two years by the Department.

Another source is a survey of engineering and science students in their final year at Canadian colleges and universities carried out in the spring of 1958 and designed to elicit information about the plans and experience of such students with regard to employment.

A third source of information drawn upon was the records of the National Employment Service concerning the employment of engineers, particularly with regard to the ratios of vacancies to job applicants for the years 1950 to 1958.

The bulletin is divided into three sections: The Situation in Perspective, The Changing Supply of Engineers, and Demand for Engineers. A chapter is added on Utilization of Engineers.

The first section is divided into three chapters: The Recent Past, The Current Situation, and The Outlook. In the second section there are four chapters: Graduate Engineers, Immigration and Emigration, Non-University Engineers, and Total New Supply.

Chapter headings in the third section are: Net Requirements for Engineers, Recruitment Difficulties, National Employ-

ment Service Statistics on Engineers, Openings for New University Graduates, Future Plans of Graduating Students, and Trend of Weekly Earnings and Engineering Starting Salaries.

Copies of the publication may be obtained from the Queen's Printer, Ottawa, at 25 cents each.

## West Coast Woodworkers Adopt "No Contract, No Work" Policy

The International Woodworkers of America will endeavour to complete every phase of this year's wage negotiations, including the holding of the government-supervised strike vote, by June 15, expiry date of current contracts, it was decided at the 22nd annual convention of the union's British Columbia District, held last month at Vancouver.

The union would adhere to a "no contract, no work" policy, the convention declared.

District President Joe Morris stressed in his address to the delegates that a substantial wage increase must be won this year because no increase was provided in last year's contracts. He warned that determined opposition could be expected from the employers.

A resolution backing the Canadian Labour Congress decision to set up a political party received the support of the convention, although some delegates voiced opposition.

The convention rejected a resolution to make "moonlighters" subject to union fines, but passed a resolution that requested government action to prohibit anyone working more than 40 hours a week in two jobs.

Another resolution asked that penalties be established against persons or corporations found guilty of violation of combines legislation that would result in the effective application of the legislation's intent.

Convention urged that the Canadian Labour Congress send a union delegation to China and other Far East countries to gather "indisputable" facts on trade opportunities there. A resolution, passed unanimously, said the delegation should return with definite information on what, and how much, could be sold. The facts it gathered would be placed before the governments of Canada.

Delegates were advised to study the labour courts of Australia and New Zealand but were warned to beware of their introduction in Canada. A resolution said such courts for this country were supported by management officials for the purpose of



developing "a new arena in which they can continue to bind the hands of the working people".

A resolution on the province's forest program declared that the provincial Government must institute strict control over the forests, and recommended that a committee be set up to study proposals made by the late Gordon Sloan, provincial forestry adviser.

The convention authorized the union's executive to press for a complete forest utilization and regeneration program.

Other resolutions adopted called for a plebiscite on the question of private or public development and ownership of the province's power resources; and for a unified Canadian system of publicly owned telephone service.

Joe Morris was nominated for his fourth term as District President; he was unopposed. George Mitchell was also unopposed when nominated for re-election as Secretary-Treasurer. Voting for other positions in which there were contests will be conducted by referendum.

## ILWU Seeking to Organize All Dock Workers on West Coast

Organizing the unorganized waterfront workers on Canada's West Coast will be a major goal of the International Longshoremen's and Warehousemen's Union, it was decided at a convention of Canadian ILWU locals at Vancouver last month. Eventual unification of all the Union's Canadian locals is another aim.

The ILWU estimates that some 3,000 waterfront and allied workers are not members. The convention instructed Canadian officers of the Union to set up committees to conduct the organizing drive.

The convention decided also to:

- Work out plans for central negotiating committees, with the object of area-wide negotiations at the earliest possible time.

- Request an increase in the number of dock inspectors as a means of improving safety on the waterfront.

- Conduct research into ways and means for ILWU members to "share in the fruits of increased mechanization and automation".

- Seek higher unemployment insurance benefits.

- Seek higher wage differentials in areas where, because of a remote location, the cost of living is higher.

- Urge members to work for and support candidates pledged to a pro-labour program.

## Two Marine Unions Considering Merger with Railway Employees

First steps towards merger with the 35,000-member Canadian Brotherhood of Railway, Transport and General Workers were taken last month by two smaller unions, the National Association of Marine Engineers of Canada, Inc. (1,500 members) and the Shipyard General Workers' Federation of British Columbia (3,000). All are affiliates of the Canadian Labour Congress.

Meeting in Toronto, the national council of the Marine Engineers approved a proposal to merge with the Transport Workers. The proposal has yet to be approved by the Association's members.

At a meeting in Ottawa a week later, representatives of the Shipyard Workers and of the Transport Workers reached agreement on a program of co-operation that could lead to future amalgamation of the two groups. Officers of the Marine Workers' Federation, an organization of 2,600 shipbuilding workers in the Maritimes, were scheduled to participate in the Ottawa talks but were unable to attend. However, they telephoned their support of the action.

## Steelworkers Offer to Link Wages to Labour Productivity

A pledge that "if price stability can be assured the union will not need to seek wage increases to compensate for inflation losses" and a proposal that wages in the steel industry should be coupled with labour productivity were recently offered by the United Steelworkers of America as part of its share in an anti-inflation plan to be carried out with the co-operation of business and management.

The offer was made in a brief presented to Hon. Gordon Churchill, Minister of Trade and Commerce, in which the Government was asked to begin an immediate investigation of steel prices to determine whether, and if so to what extent, the increases in the price of steel during the past few years had been justified, particularly as based on increased labour costs.

William Mahoney, Canadian Director of the union, said that organized labour is "tired of being made the scapegoat for all the ills of our economy".

He said that government and business should start to work with the unions to find out the real causes of inflation, and to agree upon ways of stopping inflation in the future by co-operative action. The union contended that the terms of the present contract, which runs until 1961, will allow the industry to reduce prices during the three-year period.

## NUPE Wants Jobless Insurance Mandatory for Civic Workers

A change in the Unemployment Insurance Act that would make it mandatory to include civic employees and hospital workers in coverage of the Act was requested last month in a brief submitted to the federal Government by the National Union of Public Employees.

Robert P. Rintoul, the Union's National Director, said the union delegation was assured by Labour Minister Starr that its suggestion would be given every consideration.

## CCA Brief to Cabinet Makes References to Labour Matters

Disappointment that no mention had been made by the federal Government of any intention to introduce legislation at the present session of Parliament for early and "urgently required" revision of the Federal Labour Code was expressed in the brief presented to the Cabinet in February by the Canadian Construction Association.

The submission also pointed out the importance of the construction program to the Canadian economy—some \$7 billion will be spent on construction this year, giving direct employment to more than 600,000—and dealt with housing, highways, labour relations, wintertime construction, and taxation.

The brief suggested that federal labour legislation should clarify the illegality of picketing and strikes in various forms, require labour unions to obtain civil status as a legal entity, prohibit the closed shop, and prevent work stoppages in essential public services and utilities.

Jurisdictional disputes in the construction industry, the brief noted, should be settled in Canada by a joint board "rather than by one in Washington". Similarly, the CCA advocated the restoration of the National Joint Conference Board of the Construction Industry, dormant since 1949, which would give "representation on a national basis" to construction trade unions.

Hours of work on federal projects should conform with those established by local agreements or regulations. The absolute restriction to an eight-hour day and 40- or 44-hour week is unsuitable for seasonal work like road-building, discourages wintertime construction and increases construction costs unnecessarily, the brief asserted.

In its winter work campaign, the Government should seriously examine the possibility of offering financial incentives to private owners as well as to municipalities. (This recommendation was first made by

the Association at last year's National Winter Work Conference.) "There is greater scope for results in an incentive scheme if introduced into the privately financed construction field," the CCA believed.

As an example of such an incentive the Association suggested an extra depreciation allowance based on the construction workers' payroll amount for the project for the winter months.

## CMA Urges No Tax Increase, Removal of Some Excise Duties

No increase in either corporation or personal income tax rates, and abolition or substantial reduction in excise taxes—especially on automobiles—were requested by the Canadian Manufacturers' Association in its annual pre-Budget submission last month to the Minister of Finance.

The 18-page brief dealing with government expenditures, taxes and tariffs also urged the addition to the list of articles exempt from sales tax the following: materials that enter into the cost of manufacture or production of goods, and all building materials and articles and materials entering into their manufacture.

The CMA suggested amendment of the tariff "in such a manner as to restore the protection which the special or dumping-duty provisions were originally designed to give Canadian manufacturers and producers".

The submission also recommended "no additional welfare expenditures while government accounts remain in such serious imbalance" and stressed the necessity for effecting economies in government expenditures. In this connection the CMA recommended that a Royal Commission be appointed to inquire into the present organization and methods of administration of departments of the federal Government.

## Ontario Lawyers Urge Retention of Judges on Conciliation Boards

Lawyers attending the Ontario mid-winter meeting of the Canadian Bar Association approved by a vote of 105 to 93 a resolution urging that judges be retained as chairmen of arbitration and conciliation boards.

The federal Minister of Justice would like to see judges give up their posts on various boards, John H. Osler of Toronto, sponsor of the resolution, believed; but neither the Minister nor anyone else was having much success in finding qualified experts to replace the judges, he said.



## AFL-CIO Council Suggests Steps To Alleviate Unemployment

Asserting that unemployment was a greater problem than inflation, the AFL-CIO executive council, at its mid-winter meeting last month in San Juan, Puerto Rico, decided:

1. To call a mass meeting in Washington "to collectively dramatize the desperate plight of millions of unemployed workers ... and to petition the President and Congress to take immediate, effective steps to get America back to work".

2. To demand amendments to the Fair Labor Standards Act to raise the minimum wage to \$1.25 an hour and to establish a five-day, 35-hour work week, and to extend its coverage to another 7.6 million workers.

3. To seek federal standards for unemployment insurance benefits.

4. To support demands by affiliates for substantial wage increases.

### Disagree with U.S. President

The council emphatically disagreed with President Eisenhower's insistence on a balanced budget. AFL-CIO President George Meany said the U.S. Administration's economic policies would lead to a "permanent" pool of between five and six million unemployed workers.

In other decisions, the council established a committee of four of the Federation's vice-presidents to consider the application of the International Longshoremen's Association for re-admission. The ILA was expelled from the AFL, one of the parent bodies of the Federation, in 1953 when it failed to satisfy the AFL that it had purged itself of racketeering and gangsterism.

A decision on how to deal with the question of Maurice A. Hutcheson, President of the United Brotherhood of Carpenters and Joiners, was postponed until he makes an appearance at a meeting of the council, of which he is a member. Mr. Hutcheson was one of three vice-presidents who did not attend the mid-winter meeting.

The Carpenters President and two officers of the union are under indictment in Indiana, and he had refused to testify before congressional committees.

The threat was made that the AFL-CIO would withdraw its support of the Kennedy-Ervin racket control bill if provisions amending the Taft-Hartley Act approved organized labour are removed. These include a clause giving construction unions the right to sign collective agreements before any workers are hired, and another allowing compulsory union membership

after seven days, instead of the present minimum of 30 days on certain types of work. Labour also wants a provision to be removed which bars strikers from voting in certification elections if they have been replaced by new employees, and the wiping out of the "no man's land" created by the unwillingness of the National Labor Relations Board to exercise its jurisdiction over certain types of cases.

It was reported at the meeting that in the three years since the AFL-CIO merger had taken place the Federation's membership had dropped from 15,000,000 to 13,100,000, in spite of the organizing of 1,000,000 non-union workers during that time. The loss of membership was ascribed to the effect of the recession and automation, as well as to the expulsion a year ago of the Teamsters and two other unions, with a total membership of 1,500,000.

A special levy of 1 cent a month for six months on each of the Federation's members was authorized by the council. The money is to be used to finance an organizing campaign, and to help to provide contributions to farm labour groups and unions in Asia and Africa, as well as for other special purposes.

The Council also pledged support to the United Steelworkers in the union's coming negotiations with the U.S. steel industry, and "full support and financial aid" to International Woodworkers of America in its strike in Newfoundland.

The next meeting of the council will be held in Washington in May.

## January-October Imports Down 10 Per Cent from Year Earlier

Canada's imports from all countries in the January-October period of 1958 decreased 10 per cent from the previous year to \$4,311,100,000 from \$4,780,200,000.

Imports of non-farm machinery dropped to \$451,063,000 from \$547,912,000 in 1957; automobile parts, \$193,363,000 from \$218,992,000; farm implements and machinery, \$173,261,000 from \$184,234,000; cotton products, \$86,981,000 from \$87,994,000; coal, \$73,469,000 from \$100,488,000; wool products, \$54,611,000 from \$62,980,000.

Increases were shown in imports of automobiles, to \$131,340,000 from \$109,896,000 in 1957; aircraft and parts, \$82,347,000 from \$80,391,000; books and printed matter, \$74,304,000 from \$70,425,000.

Imports from the United States during the 10-month period fell to \$2,986,107,000 from \$3,422,071,000. Imports from Britain were up, but were lower from all other sections of the Commonwealth.

## Urges Revamping of NES to Deal With Technological Advances

Revamping of the National Employment Service as part of a plan to train or deploy workers displaced from their jobs by technological change has been recommended by Prof. John S. Morgan, acting Director of the School of Social Work, University of Toronto. He was speaking at an educational conference sponsored by the Ontario Federation of Labour.

Prof. Morgan suggested that the Unemployment Insurance Fund has been abused by governments in order to cover up their lack of policy to deal with basic social and economic issues.

The existing programs of merely trying to find jobs or fill vacancies, Mr. Morgan thought, are not good enough to meet modern industrial conditions.

He was also critical of the assumption that seasonal unemployment is inevitably a part of Canada's work scene, and of the use of unemployment insurance to cope with the problem. Extension of seasonal benefits has reached the ludicrous point, considering that in 1958 the "season" lasted for no less than seven months, he said.

Concluding, Prof. Morgan said he believes Canada cannot hope to emerge from the second industrial revolution without serious damage unless a National Employment Service and Unemployment Insurance System are developed as a matter of Government policy to cope with the prevailing industrial expansion.

## Toronto High School Girls Told Of Opportunities in Medicine

The last of four meetings during the current school term for girls in their final two years in Metropolitan Toronto high schools to assist them in planning the next step in their careers (L.G., Jan., p. 43) had as its theme "opportunities for women in medicine."

The meetings, held at the University of Toronto, were sponsored by the Toronto Business and Professional Women's Counselling Workshop.

Two women doctors and a social worker spoke at the meeting. A specialist in obstetrics and gynaecology spoke on the educational requirements for entering a School of Medicine and discussed the opportunities for women in the medical field. A doctor prominent in medical research described her work and the vocational opportunities for women as laboratory assistants. The social worker, from the Toronto General Hospital, explained the role of her profession in medical work.

## Education for All to Age 16 Called for by World Youth

Free and compulsory education up to the age of 16 years is called for by a Young Workers' Charter adopted by the World Assembly of Youth at the Seventh Session of its Council, held in New Delhi at the end of last year. The charter also affirms that vocational guidance should be expanded and made compulsory, and that free vocational and technical education should be placed within the reach of all young people of both sexes.

Regarding working conditions, the charter said that the minimum age for starting work should be 16 years in general, and 18 years for work in mines, in other dangerous or unhealthful occupations, and for night work. There should be a minimum wage and a 36-hour week for young workers, and night work for women should be forbidden. There should be adequate social security and sound conditions of safety and health.

## Woman Union Officer from U.K. Studies Labour Problems Here

Miss Rita Stephen of Glasgow, Scotland, a local officer of the Union of Post Office Workers, recently visited the federal Department of Labour.

On a year's leave of absence made possible by an Imperial Relations Trust Scholarship, Miss Stephen had already discussed labour problems with representatives of labour, management and government in New York, Washington, Toronto and Montreal. She will study the labour situation at first hand also on the West Coast and in the Maritimes.

## 124,851 Immigrants in 1958—Less than Half 1957 Total

A total of 124,851 persons emigrated to Canada in 1958, compared with 282,164 in 1957, according to the Department of Citizenship and Immigration.

The greatest number, 28,564, came from Italy, followed by the British Isles with 26,622, and Germany with 14,449. The number from the British Isles dropped by 86,206 and from Germany by 15,115.

Of the 124,851 new arrivals last year, 63,078 were destined for the labour force. The occupational group of 17,476 of them was "manufacturing, mechanical and construction"; of 11,501, service; of 9,388, labourers; of 7,553, professional; of 6,745, clerical; of 5,071, agricultural; and of 2,066, commercial.



## Tax Reductions Not Practicable, Chamber of Commerce Believes

Although it was "concerned" over the high personal and corporate tax rates in Canada, the Executive Council of the Canadian Chamber of Commerce, in a brief submitted last month to the federal Government, declared that "in the face of a large budgetary and cash deficit which is obviously difficult to finance, no reductions in general tax rates are practicable at this time".

The Council also thought that Government policies should continue to stress Canada's reliance on investment from abroad, particularly from the United States. "In other words, foreign savings are needed to supplement the savings of Canadians if the high level of capital expenditures required to sustain our further growth is to be adequately financed." The "confidence factor" was very important to ensure our future growth, the brief said.

The brief also noted that because of the many conflicting forces in the economy at the present time, it was difficult to make useful recommendations in the field of monetary policy. "In this somewhat confused situation," it said, "a 'neutral' but flexible monetary policy seems appropriate for the time being..... It goes without

saying, however, that monetary policy should be vigilant in the period ahead and stand ready to help contain any inflationary pressures that might develop as the economy recovers to the point where human and material resources are almost fully employed."

The Council also told the Government, "the biggest single spender in the country," that it must set an example of restraint for other spending groups in Canada. This was a requisite "for safeguarding the value of the dollar and the cost structure of our economy".

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### Educational Conference

Britain's National Union of Teachers has announced details of a National Education and Careers Exhibition to be held in London from May 25 to June 4. It will be the first exhibition in Britain to be devoted exclusively to education and careers and organized on a national scale.

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### I.A.P.A. Annual Conference

The annual conference of the Industrial Accident Prevention Associations will be held at the Royal York Hotel, Toronto, April 6 and 7. Keynote address of the conference will be given by Don Henshaw on "The Challenge of Safety Work".

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## Items of Labour Interest in House of Commons

**January 15**—*Speech from the Throne* opening the 2nd Session of the 24th Parliament contained several references of interest to Labour. These were singled out and described in the February issue, page 121.

**January 16**—*Dispute between television producers* and the Canadian Broadcasting Corporation is a representation dispute, in which the Minister of Labour cannot intervene, Hon. Michael Starr says in reply to a question. Mr. Starr said he had replied to a request for his intervention from the producers and the CCCL that "there is a provision and a specific procedure established under the Industrial Relations and Disputes Investigation Act whereby disputes relating to representation and bargaining rights may be disposed of by application to the Canada Labour Relations Board... It has not been customary nor is it contemplated by the Act that the Minister of Labour should intervene in representational disputes in view of the provisions of the Act."

*First news of shutdown of coal mines*, affecting 4,000 men in the Glace Bay and Waterford areas of Nova Scotia, came to him in a press report, Hon. Paul Comtois, Minister of Mines and Technical Surveys, informs questioner. Inquiries into the matter would be made as soon as he was officially informed by the company, he said.

*Report on social security* being prepared by Dr. Robert Clark is about three-fifths completed and tabling should be expected by February 9, the Prime Minister informs questioner.

**January 19**—*Canadian contributions* towards assisting the economic progress of the countries of south and southeast Asia from the beginning of the Colombo Plan in 1950 to the end of 1958 amounted to \$288.2 million, Hon. Sidney E. Smith, Secretary of State for External Affairs, reports when tabling seventh annual report of the consultative committee of the Colombo Plan.

*Bill C-7 to provide for pay for statutory holidays for employees and for pay for*

work performed on statutory holidays introduced and given first reading.

*Bill C-8 to provide for minimum wages* introduced and read the first time.

*Bill C-10 to amend the Canada Elections Act* to extend the right to vote at advance polls introduced and given first reading.

*Bill C-13 to amend the Canada Elections Act* to extend the absentee voting provisions introduced and read the first time.

**January 20**—*Reduction in the number of weeks* required to qualify for unemployment insurance is not being considered, the Minister of Labour replies to a question.

**January 21**—*Bill C-16 to amend the Canada Elections Act* to extend absentee voting provisions introduced and read the first time.

*National Employment Service offices* have not been told not to issue unemployment figures, the Minister of Labour informed a questioner.

**January 22**—*Registrations at NES offices* on January 8 totalled 749,886 compared with 796,371 a year earlier, a decrease of 46,485, the Minister of Labour reported in answer to a question.

*There is no objection to the publication* of local unemployment figures in local newspapers, and a directive to that effect has already been issued, the Minister of Labour tells a questioner.

*Quebec is now participating in winter work* program and close to 100 projects will be submitted, Mr. Starr announces. Montreal is "taking the lead" in the 100 projects.

The Minister highly commended the winter work project launched by His Eminence Cardinal Leger. "He has taken action that I commend to all leaders of this country to try to help in the alleviation of this problem," Mr. Starr said.

**January 23**—*Twice-a-day mail delivery* will not be restored "right now," Hon. William Hamilton, Postmaster General, tells a questioner who said the restoration would help relieve unemployment.

**January 27**—*Contribution under the National Housing Act* to assist the city of Windsor to acquire and clear a blighted area in the central portion of the city has been made by the federal Government, Hon. Howard C. Green, Minister of Public Works, reports. "It will provide additional employment opportunities as demolition progresses and a start is made on construction but, above all, it will provide a new environment and new homes for approximately 1,000 persons," he said.

To a member who asked if grants would be made to other centres where there is considerable unemployment, the Minister

replied that the Government is "very anxious" to see redevelopment projects in any part of the country but that the initiative must come from the municipality.

*There are indications that Quebec* is interested in the hospital insurance plan but no negotiations between the federal and provincial Governments are going on at the moment, Hon. J. W. Monteith, Minister of National Health and Welfare, replies to a question.

**January 28**—*No agreement* has been entered into by the federal Government and the Province of Quebec in respect of the Unemployment Assistance Act, the Minister of National Health and Welfare advises questioner.

*Seasonal benefit claims* established during the period December 1, 1957 to June 30, 1958 was 455,622; the amount paid out was \$100,157,638, the Minister of Labour reports in reply to a question.

**January 29**—*Settlement of dispute* between Canadian Pacific Railway Company (B.C. Coastal Steamship Service) and Seafarers' International Union, National Association of Marine Engineers and Canadian Merchant Service Guild, announced by the Minister of Labour. An agreement signed by the disputants will expire August 31, 1961.

*An additional \$250,000,000 for home-building* will be provided through amendments to the National Housing Act, 1954. A motion to consider a resolution to that effect was made by the Minister of Public Works.

*No action concerning layoffs* of 4,000 coal miners in Nova Scotia is contemplated by the Government at the moment, the Minister of National Revenue replies to a question. A meeting with a delegation from the province is being arranged.

**January 30**—*Motion to introduce amendment* to the Trans-Canada Highway Act to increase maximum expenditures to \$350 million agreed to.

*Participation in national hospital scheme* by the Northwest Territories and the Yukon still being studied, the Minister of National Health and Welfare tells a questioner.

*Old Age Security Fund* paid out \$233,390,347 but collected only \$140,665,694 in the period August to December 1958, the Minister of National Health and Welfare replied to a question.

**February 2**—*In connection with the alleged dumping of textiles*, 21 inspectors have been employed by the Department of National Revenue since January 1, 1958, the Minister of that Department replied to a question.



**February 3**—*Winter employment campaign committees* functioning in Ontario on January 15 numbered 70, Hon. Michael Starr, Minister of Labour, replied to a question.

**February 4**—*Legislation to amend the National Housing Act* outlined by the Minister of Public Works and considered in committee.

**February 6**—*From Colombo Plan appropriation* for fiscal 1958-59, Canada will make \$17 million available to India to enable the Indian Government to purchase in Canada essential commodities and equipment, the Secretary of State for External Affairs announces in a report on a meeting to consider ways of alleviating India's foreign exchange difficulties.

*Question of bringing farm labourers* under the Unemployment Insurance Act is under "active and accelerated study" by the Unemployment Insurance Commission, the Minister of Labour replies to a questioner. A recommendation is expected in approximately two or three months.

*In view of the response to the Municipal Winter Work Incentive Plan*, there is no reason at the moment to consider an extension beyond April 30, the Minister of Labour tells a questioner.

**February 9**—*Report on old age security*, being prepared by Dr. Robert Clark of the University of British Columbia, that was scheduled to be finished this date, not yet finished, the Minister of National Health and Welfare reports. He would not consider tabling a part of it at this time.

**February 11**—*Small increase in protection for cotton yarn spinners*, very little change as regards the thread industry, and moderate increases in most favoured nation rates in respect of bleached and coloured cotton fabrics are recommended in Tariff Board's third report on textiles tabled by the Minister of Finance. The Minister pointed out that many of the rates of duty that would be affected by the proposed changes come under the General Agreement on Tariffs and Trade and that GATT negotiations would be involved if the recommendation were to be implemented.

**February 12**—*Canada's export trade with Communist China* doubled last year, Trade Minister Churchill informs questioner.

**February 13**—*Debate opened on Department of Labour vote* to provide funds for Municipal Winter Work Incentive Program.

**February 17**—*Legislation to curb or stop judges from serving as conciliators* in labour disputes is not contemplated at this session, the Minister of Justice tells questioner, adding that it will probably be some time

before definite steps are taken in the matter, because of its complicated nature.

*Seasonal benefits were extended* under the provisions of the Unemployment Insurance Act first for two months and then for an additional six weeks at the last session of the House, the Minister of Labour informs questioner, adding that the two-month extension is now permanently in effect.

*Debate continued on Department of Labour vote* to provide funds for Municipal Winter Work Incentive Program and item agreed to.

**February 18**—*Agents for the Unemployment Insurance Commission* have been appointed to complete application forms for unemployment insurance benefits; they are paid \$1 for each claim filed with supporting documents; recommendations for their appointment are received from various places, the Minister of Labour informs questioner.

*Employees on Ontario-St. Lawrence canals* at the opening of the 1958 navigation season numbered 325, of whom 100 were casual employees. At present 150 are employed, 30 having been laid off, 10 being about to be laid off, and 35 having retired, resigned, transferred or died. This information was given by the Minister of Transport in answer to a question.

**February 19**—*Hospital insurance is compulsory* in all provinces that are participating in the federal-provincial scheme except in Ontario, where it is compulsory for a large sector of the population and available to the remainder on a voluntary basis, the Minister of National Health and Welfare replied to a question. He explained that the federal legislation requires that insured services must be "made available" to all residents of a province.

*The possibility of an amendment to the Unemployment Insurance Act* that would make prison inmates eligible for unemployment insurance benefits on their release is being given "very serious consideration," the Minister of Labour said in answer to a question.

**February 20**—*Termination of development and building* of the CF-105 Arrow and its Iroquois engine announced by Prime Minister Diefenbaker.

*Total of 1,511 applications* for federal assistance under the Municipal Winter Work Incentive Program from municipalities have been accepted, giving work to an estimated 25,000 Canadians, the Minister of Labour tells a questioner.

*Legislation to amend the National Housing Act* considered in committee and Bill C-28 introduced and read the first time.

# Proportion of Married Women in Canada's Female Labour Force

Roughly half of female labour force now married (although eight of ten married women not in labour force) because high proportion have changed marital status without changing labour force status. Number of single women working declines

In recent years there has been a tremendous increase in the proportion of working women who are married; these are usually second income-earners in the family. During the postwar period, married working women have been a continually growing group until now they make up roughly half of the female working force.

Because this high proportion of working women are married it is sometimes assumed that half of the married women are working. That, of course, is not true. The great majority of married women in Canada are fully occupied with home and family, holding no paid jobs outside. At the close of 1958, eight out of ten married women were not in the labour force. However, many of them would probably take employment if the opportunity for suitable work presented itself or if a national emergency made it necessary.

The great public interest in married working women is apt to obscure the fact that the recent increase in their number is not due entirely, or even mainly, to married women moving out of the home into the office or factory. If that had happened, the over-all percentage of women working would have shown a sharp rise. The basic change is in the marriage pattern of the whole population, and this is, of course, reflected in the composition of the working force. Married working women have come in large numbers from the ranks of single working women. There is no doubt that a high proportion of them changed their marital status without changing their labour force status. That is why the growth in number of married working women has been accompanied by a drop in the number of single women working.

It is estimated that between the 1951 Census and June 1958 there was a net increase of fewer than 800,000 in the female population 14 years of age and over, from which the labour force is drawn. In the intervening years the marriage rate had been at such a high level that of this increase, 600,000 was represented by married women and the balance by women who were widowed, separated or divorced. The number of single women in the population actually dropped. It is not surprising, therefore, to find that the estimated increase

of 300,000 in number of women with jobs was made up entirely of married women and those of "other" marital status, and that the number of single women workers was down.

There has been a noticeable tendency in recent years for married women, particularly in the older age groups, to take up some outside work when family responsibilities become less pressing. However, other factors appear to have played a greater part in bringing about the change in marital status of the whole female working force. It seems to be mainly associated with:

—The favourable employment situation of the past decade;

—Reduced resistance to employment of married women, as a result of which large numbers of girls continue to work after marriage. (There is evidence from a recent survey of *Married Women Working for Pay in Eight Canadian Cities\** that if marriage were a bar to employment some marriages would have been postponed. The high cost of living and the social pressure to raise the family standard of living have been incentives for many to continue working.)

The high marriage rate during and since the war and the low age of marriage that is now common.

The extent of this change of marital status varies a good deal among different industries and different occupations. It may be that employers in some kinds of establishments, e.g., restaurants and retail stores, offer working conditions and hours that make it easier for married women to cope with them along with their other responsibilities.

Whatever the reasons, of the three industries employing the largest numbers of women—service, trade and manufacturing—the one with the highest proportion married is the trade industry. Most of the women in this industry group are in retail trade, mainly in department stores, shops selling women's and children's clothing, and in grocery stores. Manufacturing is next in proportion of married women workers, and the lowest proportion married is in the service industry.

\*Obtainable from the Queen's Printer, Ottawa, price 25 cents.



The service industry encompasses not only personal service but the even larger group in community service (mainly education and health) as well as government and business services. In jobs of that kind, many of which are classed occupationally as professional or clerical, married women make up a smaller proportion than in the personal service occupations.

Of all the major occupational groups, professionals have the smallest proportion of married women. Yet it is precisely in this occupational category that married women have made the greatest gains in recent years. Since 1951 the proportion of professional women who are married has nearly doubled, and the proportion who are single has dropped by a comparable ratio. About 75 per cent of all professional women are either teachers or nurses, and marriage is no longer generally a bar

to their employment. The increase in health, welfare and educational services has produced a shortage of trained people, which has been greatly alleviated by married women's continuing or returning to work.

Whether or not the trend that has resulted in such a high proportion of married women in the female working force will continue upwards is, of course, difficult to predict. Much will depend on economic conditions. However, the marriage rate is now lower than it has been for some years, and the high birthrate during the Second World War will soon bring into the labour force a wave of teen-agers to increase the number of single women working. These factors are likely to prevent any phenomenal rise during the next few years in the proportion of married women in the female labour force.

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## Apprenticeship Training Advisory Committee

Machinery now set up for holding of first nation-wide examinations in motor vehicle repair trade, 10th meeting of Committee is told. Hope to hold second such examination, in electrical trade, next year. Drop-outs causing concern

Machinery has been set up to undertake the first nation-wide examinations in the motor vehicle repair trade, it was disclosed at the 10th meeting of the Apprenticeship Training Advisory Committee, held in Ottawa in January. By June 30, some 520 apprentices across Canada will have tried the uniform examination.

It was also disclosed that the Committee hopes to have a second national examination, in the electrical trade, established for general use by 1960.

From the results of the examinations the Committee expects to establish a norm or passing mark. Successful candidates will receive a provincial certificate, carrying a seal to indicate that they have met the required national standards.

The two-day meeting was under the chairmanship of Herbert C. Nicholls, Chairman of the Canadian Construction Association Apprenticeship Committee.

In a plan to bring about uniform teaching in the plumbing trade, the National Association of Master Plumbers and Mechanical Contractors presented a report on a current project to provide plumbing instructors throughout the country with high-class teaching aids that, it is hoped, will standardize names, terms and methods in the trade.

Addressing the meeting, Labour Minister Michael Starr noted that smaller countries today are looking to Canada for leadership in the technical and apprenticeship fields, and that it was up to Canada, as a result, to establish a high level of skills, "not only to develop our own resources, but to discharge this country's responsibilities to other nations that have not yet reached the same level of development.

"Technical skills in Canada," said Mr. Starr, "must at the very least be equal to skills anywhere in the world. This presents a challenge, but one that can be met through the co-operation of industry, labour and governments at all levels."

The Committee agreed that although current figures indicate a continuing growth across Canada in the number of apprentices in the building trades there is still a great area where formal training programs are required, particularly in the manufacturing fields, and that the country needs skilled people in greater supply.

A report presented to the delegates, who represented industry, labour, provincial and federal governments, showed that in the period April 1946 to December 1958, there were 36,994 apprentices registered with a view to becoming: bricklayers and masons, carpenters, electricians, painters,

plasterers, plumbers and pipefitters, steam-fitters and sheet metal workers. Of the total, 10,828 discontinued their studies and 17,131 completed their training.

The Committee expressed concern over the statistics indicating that some 29 per cent of apprentices who registered in a 12-year period dropped out of training. Several suggestions were advanced for improving the situation, including a call for more pre-employment training, raising entrance requirements and the implementation of a system of promotion through the ranks.

It was suggested by the Committee that toolmaking should be the next trade to be analyzed in the current program of producing trade analyses for use in the training of apprentices. These analyses set out in detail what a journeyman should be able to do and what body of information he should master.

Age restrictions in apprenticeship programs were reviewed and it was found that in most provinces maximum age limit regulations are very flexible. It was thought generally that the right to enter into an apprenticeship agreement should be extended to all persons who wish to meet the conditions of apprenticeship regardless of age.

The Committee voted unanimously for a resolution that called for establishment of a group to study the quota system now in use in apprenticeship training. At present it is customary to limit the number of apprentices in proportion to the number of journeymen on the job. The purpose of the study would be to report on these practices, how they are established, how effective they are in preventing exploitation and in providing a continuing supply of journeymen, and the probable effect of changing the system.

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## Group Hospital and Medical Insurance Plans in Canadian Manufacturing

Some form of group hospital or medical insurance found in nine of every ten establishments covered in annual working conditions survey. In 4 of every 5 employer pays at least 50 per cent of premium; in one eighth, the whole cost

Some form of group hospital or medical insurance was found in nine out of every ten establishments covered by a recent survey by the Department's Economics and Research Branch. A report based on the survey, *Group Hospitalization and Medical Insurance Plans in Canadian Manufacturing Industries*, has just been issued. The publication is available from the Queen's Printer, Ottawa, at 25 cents a copy.

The report is divided into three parts. The first part shows the prevalence of the various types of plans and combinations of benefits; the second examines the special characteristics of the plans, such as whether or not the plan is compulsory, and the degree to which the employee's dependents are covered; the third deals with the different methods of financing the plans.

Most of the statistics used in the study were taken from the 1956 working conditions survey conducted by the Economics and Research Branch, although data obtained in the 1957 survey were used as far as possible. The annual surveys cover most manufacturing establishments in the country with 15 or more employees. In 1956 there were 6,166 of these establish-

ments with 1,004,646 employees: 204,881 office workers and 799,765 non-office employees.

"Hospitalization and surgical benefits were made available to somewhat more than three quarters of all non-office employees in manufacturing, compared with little more than one half of all employees in the restaurant industry, at least 90 per cent of all employees in metal mining and virtually 100 per cent of all non-operating railway employees," the report says.

"Provision for physicians' services in the hospital was somewhat less widespread, although it was available to almost two thirds of all non-office employees in manufacturing . . ."

The prevalence of particular benefits varies considerably from one industry to another. Hospital insurance, for instance, was offered to 95 per cent of the non-office employees of the rubber industry compared with 41 per cent of those in wood products. This might, however, be explained, the report says, by the existence of a government hospital plan in British Columbia, where the latter industry is largely concentrated.



The survey showed that more than four fifths of workers, both office and non-office, took advantage of any plan offered to them and showed no marked preference for any one type of benefit.

The plans which offer the most benefits are more common in large than in small establishments, although the connection between size of establishment and number of benefits offered by a plan is not pronounced.

Among establishments reporting information on whether participation was voluntary or compulsory, three quarters of them, employing 70 per cent of the workers, had plans in which employee participation was voluntary, the report states. Compulsory participation was much more common in plans offering certain combinations of benefits than in other types of plans. Participation by employees is much more often compulsory when the plan offers a complete, or almost complete, set of benefits than in plans which provide only one or two benefits.

The condition of compulsory participation varies considerably in extent from one industry to another. It applies in as many as 71 per cent of establishments in the rubber products industry and to as few as 13.8 per cent in the tobacco and tobacco products industry.

Size of establishment, however, far more than the type of industry determines the extent of compulsory participation. This connection, it was found, did not hold good in the largest establishments, viz., those of 1,000 workers or more; but "otherwise, there was a steady and noticeable increase in the extent of compulsory employee participation from the smallest to the second largest size group," the report says.

The survey did not throw any light on the question of why, apart from size of establishments, some employers require participation while others do not. The report states, however, that it is due to

the policy of the employer, not that of the insurance carrier.

Benefits of the "cash indemnification type" are provided in about two out of every three group hospital-medical plans (financed at least in part by the employer), covering slightly more than 60 per cent of all employees. Plans of this type are defined as those which guarantee reimbursement within fixed limits for hospital or medical expenses incurred. "Service" plans are defined as those which guarantee to pay the full cost of the benefit rendered. A somewhat larger percentage of the employees in establishments of 1,000 workers or more was covered by plans of this latter type than was covered by such plans in smaller establishments.

"The service type was least prevalent in the textile industry, where only 15 per cent of non-office employees were in establishments with such contracts. They were found to the greatest extent in the transportation equipment industry, with 56 per cent of non-office employees being offered such a plan," the report states.

"Almost 98 per cent of all non-office employees and 99 per cent of office employees were in establishments in which the plan included benefits for dependents of employees. In the case of plans embodying hospitalization alone, about 8 per cent of office employees and 13 per cent of non-office employees were in establishments where the plan did not include employee dependents..."

The report says that in four out of every five establishments, covering a similar proportion of employees, the employer paid at least 50 per cent of the premium charged for the type of plan in force. In somewhat more than 50 per cent of all establishments the employer paid exactly 50 per cent; in one eighth of the establishments he paid the whole cost. Employers in the larger establishments tended to pay a larger share of the premium than those in the smaller ones.

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## 11th Annual "Women's Week" to be held in Japan in April

"The development of women as free and responsible individuals within the family, workshops, organizations and the community" is the theme of the eleventh annual "Women's Week" to be held throughout Japan in April.

"Women's Week" was established by the Women's and Minors' Bureau of the Ministry of Labour to commemorate the granting of the right to vote to Japanese women in 1946. Many government organizations

and voluntary groups now also participate in the week's activities.

This year a National Conference of Women will be held in Tokyo during "Women's Week". Sixty women from all over Japan will attend. During the previous week, Local Conferences of Women will meet in all prefectures with the members-elect of the National Conference present so that they may reflect local opinion at the Tokyo meeting.

# Labour Bodies Present Briefs to Cabinet

Canada's central labour organizations submit memoranda of legislative proposals to federal Government. Replies given by Prime Minister and several Ministers

At the end of January, 15 months since the previous submissions, Canada's three major labour organizations presented memoranda of legislative proposals to the Government.

In its 12,500-word brief presented January 22, the Canadian Labour Congress emphasized the seriousness of this winter's unemployment. The Canadian and Catholic Confederation of Labour, making its submission on January 23, urged the calling

of a federal-provincial-municipal conference to draft a full employment policy. The National Legislative Committee of the Railway Transportation Brotherhoods devoted a major part of its submission on January 28 to the question of protection for railway employees affected by the "steady" reduction of staffs.

In each case replies to the labour delegations were given by several Cabinet Ministers as well as by the Prime Minister.

## Canadian Labour Congress

The Canadian Labour Congress cannot accept seasonal unemployment "as an inevitable feature of the Canadian economy," the CLC memorandum said, and "cannot and will not accept the doctrine that governments are helpless in the face of unemployment".

The Congress expressed dismay at the attitude that earlier levels of unemployment were abnormally low and that we must resign ourselves to heavier unemployment than we had from 1946 to mid-1957.

Action taken so far by the Government has not been enough, the CLC declared, charging that the National Winter Employment Conference was not held early enough and that the Municipal Winter Works Incentive Program was not announced soon enough.

As a short-term measure to alleviate unemployment, the CLC urged higher transfer payments, particularly of old age pensions and unemployment insurance because "the aged and the unemployed now make up so large a proportion of our population and have so little purchasing power that any worthwhile increase in their incomes would immediately be reflected in increased consumption".

As long-range measures it recommended:

—Continued stimulation of the construction industry by promoting the use of the subsidized low-rental housing provisions of the National Housing Act, providing fiscal incentives to encourage a larger amount of building during the winter, and helping in the building of schools, hospitals and roads.

—Redoubled efforts to expand exports.

—Lower taxes, to increase consumer purchasing power.

The brief repudiated the charge that Labour was responsible for inflation. "Real wage rates since the war have just about

kept pace with increases in productivity. We are much more concerned about the slowness of recovery and the persistence of high unemployment than about the risk of a new inflation," the Congress said.

"We are, accordingly, not impressed by exhortations to 'hold the line'. In our opinion there is no line to be held. We believe that increased wage-earner purchasing power is essential to lift us out of the recession."

An immediate public investigation into the wage-price-profit relationships in the auto, steel, farm implement and other basic industries was urged.

## International Affairs

The CLC urged the Government to take immediate measures, "in co-operation with other nations but preferably through the United Nations," aimed at resumption of negotiations with the objective of establishing: a ban on the testing and production of thermo-nuclear weapons, accompanied by effective international control and inspection; an international agreement on the regulation and control of outer space travel; and disarmament in regard to conventional weapons.

Pending effective agreement on disarmament, Canada should strengthen its defences and continue to support the North Atlantic Treaty Organization, the Congress urged.

The "alarming gap" between the "have" and the "have-not" nations must be narrowed and ultimately filled, the CLC said. Canada can well afford to spend a larger share of its national income to aid the less developed nations.

Although it welcomed the Government's decision to increase its contribution to the Colombo Plan, the Congress expressed "dismay at the prospect that this program may be perverted from its original purpose to



simply one of disposal of Canadian surplus grain". The Canadian contribution to the Colombo Plan should be at least \$200 million a year, it added.

The brief favoured the reunification of Germany on the basis of genuinely free elections, peace between Israel and the Arab states on the basis of territorial integrity of Israel, and diplomatic recognition of "The People's Republic of China".

The CLC again criticized the Government's failure to ratify ILO Conventions.

### Labour Legislation

In any amendment of the Industrial Relations and Disputes Investigation Act, the CLC hoped that two matters would be excluded: compulsory arbitration and "the so-called 'right-to-work'".

"Compulsory arbitration is prejudicial to the free play of collective bargaining," the brief asserted. "It substitutes third-party intervention for settlement by the parties themselves; it is a restriction on the very important civil right to strike; and... it just does not work as it is intended to do."

"Right-to-work is nothing more than a manoeuvre by organized employers to weaken the trade unions and undermine collective bargaining."

The CLC will resist right-to-work legislation with every legitimate means at its disposal and will regard introduction of this type of legislation as a direct offensive against Labour, the brief declared.

In a further comment on the IRDI Act, the CLC suggested that industries of nationwide scope and importance be brought under the Act.

The brief expressed satisfaction at the passing of the Vacations With Pay Act but disappointment that it excluded the Yukon and the North-West Territories. The Act should provide for two weeks vacation after one year's service, the CLC believed.

The enactment of a national minimum wage of \$1.25 an hour and a national maximum work week of 40 hours was urged.

A new Fair Wages Act was requested. It should provide for union wages and conditions on all government contracts, including those for services, and should cover both prime contractors and subcontractors, the brief said.

The brief asked for legislation forbidding the issue of injunctions in labour disputes under federal jurisdiction until both parties to the dispute have been heard.

An amendment to the Criminal Code was asked for which would "provide for union representatives the same protection which is now provided for the employees themselves" in connection with peaceful

picketing and 'any other licit activity' in which a union representative might be engaged in the normal exercise of his duties.

The CLC supported 'the persistent demand voiced by employees in the Public Service of Canada for the right to engage in collective bargaining through associations of their own choice'.

### Unemployment Insurance

In addition to the increase in unemployment insurance benefits recommended as a means of augmenting consumer purchasing power, the CLC urged expansion of the coverage of the Unemployment Insurance Act. Employees of non-profit hospitals and charitable institutions particularly should no longer be excluded, it said.

The Act should be amended to make entitlement easier, to change the ratio of rate of benefit to former earnings to at least two-thirds, to establish two new insurance classes, to increase substantially the present \$4,800 ceiling on insurability of salary-earners, to introduce a 52-week maximum benefit period, and to eliminate the waiting period.

Benefit should be available if and as soon as employment is lost because of illness, and for loss of employment resulting from a lockout by an employer, from refusal to cross a picket line, or from a strike caused by an employer's failure to abide by a collective agreement or arbitration award.

The CLC also asked for:

- prohibition of referrals to struck plants;

- reduction of the maximum period of disqualification from six to two weeks;

- deletion of the section of the Act under which married women's regulations may still be introduced.

The Congress further recommended that some entitlement to benefit be given to former inmates of penal institutions in order to assist them in their rehabilitation.

### Trade Policy

The lag in Canada's exports has undoubtedly had its effect on the employment situation, the CLC said. In order that Canadian exporters can successfully compete in world markets, the Government should provide credit facilities, the Congress believed. A Crown Corporation could be set up to finance exports requiring credit arrangements for foreign buyers, it suggested.\*

\*In a brief submitted last December 11, the Canadian Manufacturers' Association urged the creation of a new \$100 million Crown corporation to provide facilities for the financing of Canadian exports requiring long-term credits to foreign customers.

Another problem that confronts Canadian industry and has an adverse effect on its trade is the "domination" exercised by United States corporations over their Canadian subsidiaries, the CLC said. It said that it realized that a good deal of capital invested in Canada must come from abroad, but that it could not readily accept the notion that with this capital must come interference in our affairs. It said that it was pleased to know that efforts were being made to settle differences between Canada and the United States in matters of this kind.

### **Preservation of Canadian Industries**

The CLC expressed concern over the "precarious" situation of the Canadian aircraft, machine goods, shipbuilding and electronics industries.

We are concerned about the effect of either building up an industry and then letting it languish and die (which means large-scale unemployment and wastage of skills and capital), or, what may be just as bad, leaving Canada to depend on another country for essential equipment.

Canada should be able to take the necessary measures to protect its national interests, so that it will not be caught without the trained manpower, the capital resources, and the machinery and other equipment that might be required on short notice, the brief declared.

The Congress also reiterated its protests over the sale of the Canadian National Steamships West Indies fleet, and urged the Government to take steps to restore the vessels to the Canadian flag; expressed disappointment at the recent Tariff Board decision not to afford protection to the rubber footwear industry; and called for measures to sustain the Canadian automobile industry, "which faces heavy inroads into its domestic markets as a result of the importation of foreign cars".

### **Automation**

One brief paragraph on the effect of technological change and automation on employment opportunities was included in the memorandum in the section on "Preservation of Canadian Industry". In it the CLC thought that the Government should plan for the new kinds of workers that will be required, the transfers of workers from one community to another, the retraining of workers, and the new housing and schools that will be needed.

### **Bill of Rights**

Repeating what it had said about a Canadian Bill of Rights at the National Human Rights Conference in December, the CLC said it couldn't express complete satisfac-

tion with the Bill introduced at the last session (L.G., Nov. 1958, p. 1217). It said the Bill was "at best an expression of good faith".

The Bill, the CLC said, was deficient in that it was simply an act of Parliament which could be revoked or amended, it was limited to Dominion jurisdiction, it provided no penalties, it omitted any safeguards to the right to employment without discrimination because of race, creed, colour or national origin, it did not require the Minister of Justice to investigate violations other than in the drafting of legislation, and it provided protection of the rights listed in the Bill only in peacetime.

The Congress stated its belief that "human rights, those listed in the Bill and others, can best be guaranteed by their inclusion in the British North America Act through an amendment to that Act..."

### **Social and Welfare Legislation**

#### **Health Insurance**

The Congress said it was pleased that hospital insurance was now effective or would shortly become so across Canada except in two provinces but was still seeking a program that would provide all Canadians with all the health care they require.

"Nothing less than universal, compulsory health insurance as we have defined it will meet the needs of the Canadian people," the brief said.

The provinces would be the logical administrators of any health insurance plan, but the federal Government must carry the bulk of the financial burden and must also set out the general framework of the plan, the CLC believes.

#### **Social Security**

The CLC asked for a number of social security measures, including:

—Lowering the age at which old age security is payable from 70 to 65 years and increasing the amount of pension to \$75 a month.

—Increase in the amount of, and removal of the means test for, pensions for the blind.

—Modification of regulations under which total disability pensions are paid.

—Provision that private pension plans should be required to allow full and immediate vesting of the employer's contributions and offer adequate benefits and complete transferability of pension rights during the employee's working life.

—Raising of family allowances to restore their original purchasing power, and their payment until age 20 if a child is still attending school or college.



## Government Employees

The Congress expressed its disappointment at the "failure of the Government to recognize the need for salary adjustments" for its employees, and also that it had not taken steps to establish and share in the cost of a medical care plan for government employees.

Changes in working conditions of government employees recommended by the CLC included:

—The five-day, 40-hour week for all operational classes, and the five-day, 35-hour week for all administrative classes.

—Sick leave to be the same for prevailing rate as it is for classified employees.

—Pensions for the widow or other wholly dependent survivors of a government employee to be equal to at least 75 per cent of the employee's pension.

—Annual review of pensions paid to retired civil servants to consider their sufficiency in the light of price changes.

## Other Proposals

### Housing

The Congress recognized that a good deal of new housing had, by means of the National Housing Act, been put within the reach of persons who otherwise might not have been able to get it. It noted, however, a continuing shortage of accommodation in the larger cities, rising land costs due to speculation, and a "chronic scarcity of funds available for mortgages".

It strongly recommended the undertaking of large-scale, controlled rental and subsidized housing in downtown areas, to be financed mainly by senior governments; "a greatly expanded program of government-sponsored land assembly in the suburban areas"; measures by government to ensure a much steadier and larger flow of funds into housing through direct loans and otherwise; and "a general policy of keeping interest rates down".

### Immigration

The Immigration Act and its administration should be thoroughly overhauled, the Congress said. It recommended the setting up of an advisory committee on immigration, transfer of the placement service of the Immigration Department to the National Employment Service, bringing immigration as a whole under the Department of Labour, a comprehensive review of the Immigration Act, and repeal of that part of the Act which provides for deportation without trial of any immigrant who has become a public charge within five years of his landing.

The Congress favoured a general immigration policy which would regulate the flow of immigrants to match the country's absorptive capacity. It said the bringing in of immigrants during a period of high unemployment was an injustice both to the immigrants and to Canadians who were looking for and were unable to find work.

### Taxation

The Congress suggested changes in the Income Tax Act to raise personal exemptions to \$3,000 for married and \$1,500 for single persons; to increase the exemption for each dependent child to \$500; to allow all medical, dental, optical and hospital expenses to be deducted in computing income tax; to exempt from taxable income the cost of workers' equipment and protective clothing and the value of travelling and living allowances paid to or by workers required to work and live away from home.

A reduction in the sales tax was requested. The brief expressed the opinion that married women who are working for a wage "are being discriminated against by being treated as though they were single," and it asked that the Act be amended in this respect.

The CLC suggested that when the present recession, during which deficit financing should be continued, is over, new revenues that might be needed "should be obtained by taxation based firmly on the principle of ability to pay; for example, by increasing the corporation income tax and the taxes on personal income above proper exemption levels".

### Transportation

The Congress reiterated the suggestion "that Parliament reclaim jurisdiction over national and interprovincial highway transport".

Steps should be taken to ensure the preservation of coastal and intercoastal trade for Canadian vessels built and manned in Canada, the brief continued, and trade in inland waters should be preserved to Canadian and American vessels on an equitable basis.

It thought that there was merit in subsidizing the railways if there was no other equitable arrangement under which they could maintain themselves and operate efficiently. "We certainly cannot accept the thesis that the railway workers should subsidize their industry through wages that are low in comparison to wages paid to comparable workers elsewhere."

### Education

Although the Congress said that it was pleased at the very great attention that has been paid to education in Canada

during the last few years, it recommended that the Government should take the following steps:

—Give enough financial help to the provinces to enable them to maintain a high standard of education from grade school to university.

—Call a Dominion-Provincial conference on education.

—Help in establishing scholarships, advanced technical institutes, an extension of teacher-training programs, and policies which will provide for adequate salaries for qualified teachers.

—Undertake a school construction program with federal financial assistance.

#### **Other Recommendations**

The CLC also recommended:

—Establishment of a permanent citizen's advisory committee on fair employment practices, to be attached to the Department of Labour.

—Early introduction of legislation setting up a National Energy Authority.

—Strengthening of the Combines Investigation Act and an increase in the staff administering it.

—Additional help for the Atlantic Provinces and immediate payment to Newfoundland of the amount recommended for this year in the Royal Commission on Newfoundland Finances.

#### **The Government's Reply**

The Prime Minister and the Ministers of Labour and of Trade and Commerce spoke to the CLC delegation when the reading of the memorandum was completed.

The Prime Minister, Right Hon. John Diefenbaker, agreed that the objectives presented in the brief, if achieved, would naturally be most beneficial. At the same time, he said, he would like to know how all these things could be brought about while at the same time income tax and sales tax were reduced.

The Prime Minister said that he would have liked better support for the Bill of Rights than was accorded in the Congress's representation. He agreed that a constitutional amendment binding on the provinces would have been desirable. However, it was said by some that this would require the consent of all the provinces. He considered that in enacting a Bill of Rights applicable to those matters under federal jurisdiction we would be taking a step forward that required no penalties to secure enforcement.

The aim of such a bill would be to ensure "that nationally our fundamental freedom shall not be subject to the whims of whatever majority may be in Parliament". The

sole exception to this would be the extent to which it might be necessary to abrogate these rights in time of war, as a measure of national safety.

It would be within the power of Parliament to change a constitutional amendment as much as it would be within its power to change an act of Parliament, Mr. Diefenbaker pointed out.

He disagreed with the statement contained in the brief that we were losing our foreign trade. This was not in keeping with the facts, he said.

Repeating what he had said at the beginning of his reply, the Prime Minister said that he would like to obtain the recipe that would allow increases in pensions all along the line, increases in salaries, increases in every direction, and at the same time reduce taxation. "I say to you with the utmost good feeling that you can't have it both ways," he asserted.

We needed international markets, and we could not have such markets if we priced ourselves out of them. He emphasized this point particularly in view of what he described as the "terrifying offensive" in international trade that was being prepared by the Communist world—a world that was not hampered by economic considerations in trying to undermine the economies of other nations that it hoped eventually to bring under its control.

#### **Minister of Labour**

Hon. Michael Starr, Minister of Labour, agreed with the CLC that unemployment could not be accepted as a natural state of affairs. He cited the positive, direct and immediate actions taken by the Government in recent months, and immediately after taking office, as evidence of its attitude in this regard.

Mr. Starr said that he noted that the CLC was less worried about the dangers of inflation than about the dangers of recession, and he pointed out that it was the desire to promote a recovery that had prompted the Government in the measures it had taken to deal with the situation. He expressed satisfaction with the success of the municipal works incentive program, particularly because of its high labour content. Out of about 1,100 projects approved so far, costing \$45,000,000 and giving employment to 20,000 workers, the average labour content was 39 per cent, he said.

Noting the Congress's complaint that the National Winter Employment Conference should have been called earlier in the year and that the municipal incentive program should have been started earlier, he pointed out that these things took time to organize,



and that it was the Government that had taken the initiative in calling the conference.

With reference to the suggestion in the brief that the economy is sufficiently controllable even in its present form to allow seasonal unemployment to be wiped out, Mr. Starr said that he was not sure what type of control would bring this about. But he hoped that unemployment would be reduced to a minimum by co-operative action on the part of government, labour and management.

Referring to changes in the Unemployment Insurance Act, the Minister said that he had received the submissions of the Congress, and that its views were being carefully studied. Its suggestions for amendment of the Industrial Relations and Disputes Investigation Act had also been received, and when final legislation was brought down there would be full opportunity for study and debate through the usual method of parliamentary presentation.

Mr. Starr said he was pleased that the Congress was pleased by the passage of the Vacations With Pay Act, and disappointed that it was disappointed with some of its features. He promised consideration of their views on the Minimum Wage Act and the National Labour Code.

#### **Minister of Trade and Commerce**

Hon. Gordon Churchill, Minister of Trade and Commerce, saying he was interested to notice the attention paid to trade in the CLC submission, denied that Canada's exports of primary produce were lagging. In 1957 a record had been set for exports, and he predicted that 1958 would fall very little short of that record, if it fell short at all.

Figures for the first 11 months of 1958 showed that the volume of our exports was

higher than in the same 11-month period of 1957, and that the difference in the value of the exports in the two periods was only 0.1 per cent, the Minister said.

Commenting on the statements in the CLC's brief about the need for credit in international trade, Mr. Churchill pointed out that the Speech from the Throne had forecast the taking of steps by the Government to enlarge credit facilities "so that we can extend our business in capital goods with Latin American countries, and so on".

In a comment on the reference in the brief to the prospect of the Colombo Plan's becoming "perverted" to a method of disposing of Canadian surplus grain, he said it had never been suggested that the Plan should be used simply for that purpose. He defended the shipment last year of 32,000,000 bushels of wheat as part of Canada's assistance to certain countries under the Colombo Plan, and to help Palestinian refugees.

#### **Cabinet Ministers Present**

Besides Prime Minister Diefenbaker, the following members of the Cabinet were present: Hon. Donald M. Fleming, Minister of Finance; Hon. Alfred J. Brooks, Minister of Veterans Affairs; Hon. Leon Balcer, Solicitor General; Hon. George R. Pearkes, Minister of National Defence; Hon. Gordon Churchill, Minister of Trade and Commerce; Hon. Davie Fulton, Minister of Justice; Hon. Ellen Fairclough, Minister of Citizenship and Immigration; Hon. Michael Starr, Minister of Labour; Hon. William M. Hamilton, Postmaster General; Hon. James M. Macdonnell, Minister without Portfolio; Hon. J. Waldo Monteith, Minister of National Health and Welfare; and Hon. Sidney E. Smith, Secretary of State for External Affairs.

### **Canadian and Catholic Confederation of Labour**

The calling of a federal-provincial conference, with municipalities participating, "in order to seek the best measures for giving work to the unemployed" was the main recommendation made in the brief submitted by the Canadian and Catholic Confederation of Labour.

Stating that the present unemployment picture was "paradoxical and scandalous," the brief requested the implementation of a "vast program" of public works. Only in this way, the CCCL declared, can the Government succeed in "reinvigorating our economy and in checking the present acute unemployment crisis".

The delegation, some one hundred strong and headed by the new CCCL General President, Roger Mathieu, was received by the Prime Minister, Right Hon. John Diefenbaker, accompanied by seven Cabinet Ministers, including Hon. Michael Starr, Minister of Labour, and Hon. Léon Balcer, Solicitor General.

The former President of the CCCL, Gérard Picard, drew the Cabinet's attention to the unemployment situation at Sorel and to the strike then in progress at Sorel Industries Limited.

S. Ted Payne, Vice-President of the Metal Trades Federation, urged the Government to set up a truly Canadian policy on coastal shipping.

The memorandum objected to the use of the Unemployment Insurance Fund for an unemployment relief program. It also urged that Canada put an end to what it called its "ultra-conservatism in its relations with the ILO" and requested the banning of secondary boycotts.

Jean Marchand, General Secretary of the Confederation, read the brief in French.

### Unemployment

Denouncing the present "paradoxical and scandalous" unemployment situation, the CCCL suggested a federal-provincial conference, with municipalities participating, "to seek the best means for giving work to the unemployed and to help those whose income is insufficient".

The brief suggested that "we should take advantage of such a conference to elaborate a full employment policy and to see to it that the security of Canadians no longer depends exclusively on the equilibrium of the blind forces of economy."

On the other hand, the CCCL was pleased to note the high level of activity in residential construction. It suggested, however, that the federal Government contribute to the payment of interest on loans under the National Housing Act.

The brief added that interest on sums borrowed by municipalities in order to benefit fully from federal aid for winter work was prohibitive and prevented the carrying out of many projects. It suggested that the Bank of Canada make available to municipalities interest-free loans for works designed to combat winter unemployment.

The CCCL asserted that only through a vast program of public works would the Government succeed in reinvigorating the economy and in checking the present unemployment crisis.

### Unemployment Insurance

The Unemployment Insurance Act, the brief said, is still the basic element in the Canadian social security system.

The CCCL is not worried about the decrease in the Unemployment Insurance Fund, since it has always claimed that this reserve was "unnecessarily high".

"What constitutes a real danger," the brief pointed out, "is that to the Unemployment Insurance Fund are charged expenses that should be paid from the Consolidated Revenue Fund. The Unemployment Insurance Fund was never created to guard against the consequences of an economic crisis and it must not be used to cover the expenses of a relief program for unemployment, either directly or indirectly."

The CCCL requested that the Act be extended to cover all workers, including hospital workers as well as those with a steady job, and that the Government's share be at least equal to that paid by employers and employees. It would thus be possible to increase benefits considerably, the brief declared.

### The CCCL and Peace

The CCCL expressed the hope that the Canadian Government would not associate "with any nation or group of nations whose behaviour constitutes a permanent threat to peace". Like all other free and democratic unions, the CCCL "ardently wishes the founding of permanent peace in the world," the memorandum said.

It also favoured the banning of nuclear weapons.

### Relations with the ILO

Canada should put an end to its "ultra-conservatism" in its relations with the International Labour Organization, the brief said.

Noting that the federal set-up of the country creates difficulties from the point of view of ratification of international agreements, the CCCL suggested that a federal-provincial conference be held to find out "how problems of this nature could be solved through the co-operation of government's having jurisdiction in the labour field".

The CCCL insisted that the ILO maintain its legislative character so as to be able to make recommendations to member countries and adopt international conventions.

The brief recommended that the Government fill the vacancies on the Canadian delegation to International Labour Conferences and that each province be asked to name a Government Adviser.

### Other Proposals

#### Combines Investigation Act

The CCCL suggested that stiffer penalties be imposed on contraveners of the Combines Investigation Act and that investigation procedures under the Act be more expeditious.

#### Secondary Boycotting

"Boycotting by a union of an employer's products in order to compel his employees to change their membership to another union is, in our opinion, a reprehensible act and an encroachment upon union freedom," the brief stated.



The CCCL would like, therefore, to make it illegal for an employer to refuse to sell his products or his services to another employer or to buy the products or the services of that other employer in order to compel the latter's employees, represented by a union, to change their union membership.

It should also be made illegal, the CCCL suggested, for a union to order its members to refrain from handling the products of an employer or using the services of this employer so as to compel his employees, represented by a union, to change their union membership.

### **Strike-Breakers**

By "strike-breaker" the CCCL means any person who seeks and obtains a job which, at the outbreak of a strike, was held by a worker who has since become a striker, as well as any person who accepts employment in a job which, at the outbreak of a strike, was held by a worker who has since become a striker.

The CCCL requested that recourse to strike-breakers be prohibited in all circumstances, and that the National Employment Service or any other employment agency be prohibited from sending workers to an establishment in order to replace striking workers.

### **Anti-Union Campaign**

The CCCL protested against the campaign being launched in Canada "to weaken the workers' status and to obtain from the Government legislation restricting the right of association".

The brief took exception to the efforts made by employers' associations "to weaken organized labour and paralyse it in the pursuit of its mission".

We take the liberty of forewarning the Canadian Government against such an undertaking, which threatens not only trade unionism but at the same time democracy and the climate of liberty on which our country prides itself.

The second part of the brief, which was not read, was to a large extent a summary of requests already presented to federal authorities. It dealt with the housing problem, old age and retirement pensions, immigration, older workers, diplomatic representation at the Vatican and a Canadian flag.

The CCCL delegation also took advantage of the submission of its annual brief to the Cabinet to draw attention to the strike of 74 producers employed by the CBC and called upon the Government to intervene in the matter.

The Prime Minister replied that the Government did not want to interfere with the affairs of the CBC. However, he invited the producers' representatives to meet the Minister of Labour following submission of the brief and to discuss the matter with him. The invitation was accepted immediately.

Gérard Picard, President of the Metal Trades Federation, called the Cabinet's attention to the high level of unemployment at Sorel and to the dispute at Sorel Industries.

Ted Payne, a Vice-President of the Metal Trades Federation, urged the Government to set up a truly Canadian policy on coastal shipping, not only to protect the shipbuilding industry but also to prevent the scattering of highly specialized workers.

### **Government's Reply**

The Prime Minister invited the Hon. Léon Balcer, as dean of Ministers from the province of Quebec, to welcome the delegation in French.

The Minister of Labour, Hon. Michael Starr, and the Minister of Mines and Technical Surveys, Hon. Paul Comtois, also said a few words.

### **Solicitor General of Canada**

Mr. Balcer reminded the delegation that the present Government had tackled the unemployment problem as soon as it was elected to power and said that it intended to continue to amend Canadian legislation to the advantage of all. The recession which Canada had just experienced had reached its low point, he added, and business was already picking up.

The Minister assured the delegates that their representations were listened to and appreciated by the Government.

### **Minister of Labour**

In reply to the CCCL brief, the Minister of Labour stated that the problem of unemployment had been one of concern to the Government, which was why it had taken what he called "very definite and strong action" and had launched the incentive plan in the municipalities.

Mr. Starr mentioned that, in Quebec, some one hundred projects were then going through the processing stage between the province and the municipalities.

He also drew attention to the fact that the National Employment Service figures as of January 8 showed a decline in unemployment.

"I feel very happy about this municipal incentive plan," he explained, "because at the moment it will provide, within the next few weeks, jobs for 20,000 Canadians on

site, which means some total of 60,000 when you include industry in the supply of materials."

The Minister of Labour also said that the CCCL's suggestions in respect to the Industrial Relations and Disputes Investigation Act are now being processed and that it was his hope that "we may in the not too distant future be able to bring down amendments that will give strength to that Act".

He also mentioned that unemployment insurance amendments are "receiving the attention of the legislative committee".

### **The Prime Minister**

Mr. Diefenbaker made no specific comment on the CCCL's brief except to praise the spirit in which it was submitted and the high degree of preparation evidenced.

He stated that it was one way for the Government to know the citizens better and thus to understand their viewpoints better.

However, the Prime Minister asked for an explanation of the wish expressed by

the CCCL that "the Government not associate with any nation or group of nations whose behaviour constitutes a permanent threat to peace".

Jean Marchand, General Secretary, explained that that was the expression of a philosophy, advising Canada not to share in any venture which could eventually lead to the destruction of world peace. Recalling the position taken by Canada in the Suez Canal crisis, Mr. Marchand declared that Canada should refuse any alliance with countries that might have aggressive intentions.

### **Cabinet Members Present**

The Prime Minister was accompanied by the following ministers: Hon. Donald Fleming, Minister of Finance; Hon. Léon Balcer, Solicitor General of Canada; Hon. Gordon Churchill, Minister of Trade and Commerce; Hon. Ellen Fairclough, Minister of Citizenship and Immigration; Hon. Angus MacLean, Minister of Fisheries; Hon. William Hamilton, Postmaster General; and Hon. Paul Comtois, Minister of Mines and Technical Surveys.

## **International Railway Brotherhoods**

Improvements to the National Housing Act, the provision of a complete health service, and amendments to the Unemployment Insurance Act and the Income Tax Act were among requests made in the brief submitted to the Government by the National Legislative Committee of the International Railway Brotherhoods.

By far the largest section in the submission, however, concerned a request for amendment of the Railway Act to provide for compensation for financial loss caused to employees by any change in existing railway lines, and to provide that such compensation arrangements apply to abandonments of lines.

The memorandum was read by A. H. Hutchinson, a Canadian Vice-President of The Order of Railroad Telegraphers and Vice-Chairman of the National Legislative Committee, International Railway Brotherhoods.

### **Housing**

The brief asserted that in spite of the money provided by the Government for housing purposes, the average wage earner could not buy or build a home under the terms of present legislation.

The Brotherhoods recommended that:

—The required down payment be lowered to 7 per cent on houses appraised up to \$13,500, and the interest rate on mortgages on such houses be reduced, and that a

maximum earning stipulation to the purchasers of such homes be introduced;

—Financing be extended to cover existing homes in good condition up to 25 years of age;

—Re-sale of houses built under the NHA be supervised so as to eliminate excess profits being made on them.

### **Unemployment Insurance**

During 1957-58 unemployment in Canada rose to the highest level that has been experienced in the postwar period, the brief asserted. The Government's action in extending the seasonal benefit period was commendable, but benefit payments exceeded revenue by \$134 million.

"The burden of the expense caused through the extension of seasonal benefit should be cared for by means other than by increasing the contributions," the railway delegation said. It suggested the Government consider increasing its contribution so that employer, employee and government contributions are equal.

The submission requested amendments to the Unemployment Insurance Act to provide:

—A benefit period with a minimum of 15 weeks and a maximum of 51 weeks;

—Maximum benefits of at least two-thirds of former earnings;

—Elimination of the waiting period;



—Deletion of the clause that disqualifies from receipt of benefits workers who decline to cross another union's picket line;

—Coverage of insured workers who are unemployed because of illness;

—An increase to \$7,200 in the maximum earnings allowable for insurability and the granting of authority to the Unemployment Insurance Commission to set the wage ceiling in future.

### Health Insurance

The brief noted that the agreement to provide hospital and diagnostic services in conjunction with the provinces was a worthy step in the right direction, but asserted that the plan "will never be a complete success until all people in Canada are entitled, as a right, to complete health coverage consisting of diagnostic, hospital, medical, surgical, dental and other services looking to the maintenance of all citizens".

It urged that "the Government plan to provide as early in the future as possible for complete services to everyone in Canada".

### Income Tax

In their submission the Brotherhoods declared that the average wage earner finds it most difficult to maintain a reasonable standard of living because of continued heavy taxation and insufficient statutory exemptions. They requested that a degree of relief be given taxpayers by:

—Increasing statutory exemptions to \$1,500 for single taxpayers; \$3,000 for those having married or similar status; and \$500 for each dependent not eligible for family allowances;

—Including in the term "dependent" those who are taking vocational training courses;

—Amending Section 27 of the Income Tax Act to provide that all expenditures made by the taxpayer for medical care for himself and dependents be deductible in computing taxable income;

—Amending Section 26 (2) (a) of the Act to provide that where a married person supports his spouse during a taxation year and the spouse has an income for the year exceeding \$500 but not \$1,000, the allowable deduction of \$3,000 be reduced by the amount by which the spouse's income exceeds \$500; and

—Adding a paragraph to the Act to provide that where railroad employees are not re-imbursed for the cost of meals and lodging incurred by them in carrying out their duties under their working agreements away from their permanent place of residence, such expenses shall be an allowable deduction.

### Other Proposals

Hope was expressed in the brief that at the current session of Parliament a committee of the House of Commons would be established to investigate and report on the effects of technological change and automation.

The Government was urged to increase family allowances to the following scale: \$10 for each child under 6 years of age; \$11 for each child over 6 and under 10; \$12 for each child over 10 and under 13; \$13 for each child over 13 and under 16 years of age.

Expressing pleasure that the Government continues to recognize the problem of rehabilitation of the disabled, the Brotherhoods hoped that the policy will be continued and that "the scope of rehabilitation services available to these unfortunate citizens will be expanded".

It was re-iterated that the Immigration Act should receive general revision and that its administration should be placed under the Minister of Labour. "The Department of Labour," the brief noted, "has the fullest knowledge of employment conditions and requirements in the whole of Canada, and is in the best position to regulate immigration to meet the needs without promoting unemployment.

"In the proposed revision of the Act and regulations, may we suggest again that the Department be given the assistance of a commission upon which Labour would be pleased to take part and assume its share of responsibility, together with farmers, management, government and any other representatives of interested parties."

It was urged that universities that hold night classes be given more assistance by the Government than those conducting only day classes, and that greater effort be made to keep teachers working at their profession.

In conclusion, the brief urged all governments to recognize the principle of appointing labour representatives to public bodies, boards and commissions, "including the Senate".

The brief was heard by Prime Minister Diefenbaker; Hon. George Hees, Minister of Transport; Hon. Michael Starr, Minister of Labour; and Hon. Sidney Smith, Secretary of State for External Affairs.

### The Government's Reply

Commenting on the brief, Prime Minister Diefenbaker first complimented the delegation on its conciseness.

Referring to the request that Labour be more fully represented on public bodies, Mr. Diefenbaker noted that M. M. Maclean,

former Assistant Deputy Minister of Labour and for many years before that a member of a railway brotherhood, had recently been appointed to the National Capital Commission.

Appointment to the Canada Council would be necessary in April, when the terms of some present members expire, he announced, and he hoped that among the replacements there would be representatives of Labour and Agriculture.

On the Brotherhoods' request for improved health insurance the Prime Minister said that the matter was one of co-operation between the national Government and the provincial Governments. "We have no authority in any way to carry into effect that section. In fact, if it had not been for the action taken by this Government, the National Health Insurance Act could not have come into effect for six months following the date that it now comes into effect."

In connection with housing the Prime Minister noted that the Government had established a record "never before equalled" in this country. He noted that the sum of \$750,000,000 had been provided and had created widespread employment, and that the Government had tried "to meet what you had in mind in your representation last year in connection with housing, in that we provided for lower-cost housing to the end that as many Canadians as possible who would otherwise have been denied any opportunity to share in the housing plan had been able to do so."

On unemployment, Mr. Diefenbaker said he believed that Canada was on its way out of the recession.

In the United States, he noted, recent figures on the unemployed indicated that 4,900,000 persons were out of work and that Canada "has not touched the same depths as the United States, in large measure due to the fact that we faced up to this

problem, first in connection with extension of field operations through finance of the National Housing Act, then in public works and in the extension of assistance in order to encourage production which otherwise would not take place".

Labour Minister Michael Starr then spoke, referring first to suggestions made in connection with the Unemployment Insurance Act.

"At the moment," he said, "we are studying possible amendments to this Act. I know I will bring in amendments to this Act at this session of Parliament." He thought that a number of the suggestions the delegation had made would be implemented.

Mr. Starr expressed the hope that the program for the rehabilitation of the disabled would continue "with a great deal more impetus and zest".

Referring to the Industrial Relations and Disputes Investigation Act, he noted that a great deal of work was necessary before the amendments are brought in. A great many suggestions concerning amendment of the Act had been received.

Transport Minister Hees spoke of legislation that had been put into force to eliminate level crossings and how it had been improved upon. He also referred to representation of Labour on public boards, mentioning specifically the Board of Transport Commissioners. He stated:

"One of our commissioners has always been a representative of Labour. As you know, we will be making a change because our present commissioner representative of Labour is reaching his 75th birthday in May, and we have been in consultation with railway labour brotherhoods, and a representative of Labour will be appointed who I certainly believe will be satisfactory to you, to take the place of our present labour representative on the board."

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## CMA President Critical of Labour's Requests

Commenting on demands made on the Government by Labour, Ian F. McRae, President of the Canadian Manufacturers' Association, recently asserted that "there is clearly a need for Labour to review its position".

Referring to CLC representations to the Cabinet, Mr. McRae said they indicated Labour visualized the Government as a vast redistribution agency whereby the money for its proposals is found by "squeezing corporations and soaking the idle rich".

He noted the so-called idle rich are a vanishing breed. Of the 86,000 Canadians at present earning more than \$10,000 per year, only 2,500 are making more than \$50,000; these have nearly 40 per cent of their earnings taken away in income taxes. If the tax on the group was doubled, the Government would get only about \$78,000,000 more revenue.

In connection with his tax statement, Mr. McRae said that the increase in old age pensions alone, as sought by the CLC, would cost the Government an additional \$200,000,000, and this was only one of the new welfare benefits Labour wanted. Along with these benefits they also wanted higher income tax exemptions. Corporations, he noted, are already paying nearly 50 per cent of their profits in taxes.



# 41st Annual Meeting of the Canadian Construction Association

Retiring President predicts further increase in construction activity this year, resulting in employment for 625,000 in construction industry, for many more in supplier industries; appeals for maximum support for wintertime construction

The trend towards an increase in the amount of construction undertaken should continue in 1959, with the total value reaching perhaps \$7,500,000,000, said Harold J. Ball in his presidential address to the 41st annual meeting of the Canadian Construction Association, held in Montreal in the latter part of January.

This, he pointed out, would mean that employment would be provided for more than 625,000 in the construction industry itself, and for an even greater number in the manufacturing, transporting and merchandising of construction materials and equipment and in services dependent on construction.

Matters discussed at the meeting included labour relations, apprenticeship training, housing, the revision of labour legislation, and labour conditions in federal Government contracts. The question of wintertime construction also received a good deal of attention.

The meeting adopted a resolution calling on Labour to make unspecified "contributions" to further winter construction.

A guest speaker at the meeting, Major-General H. A. Young, Deputy Minister of Public Works, described in outline the large amount of construction work that is being undertaken by the federal Government.

J. Eric Harrington, son of a former president of the CCA, was elected President for 1959, in succession to Mr. Ball.

## Winter Construction

The considerable success that has attended efforts by public authorities and private persons to arrange the construction industry's operations to provide as much winter work as possible was referred to in the President's address.

"We know also, however," he said, "that much remains to be done to offset the outmoded prejudices against wintertime construction. The educational program has been gaining ground and momentum. It is not often that one finds a project in which everyone benefits. Let us give it our maximum support."

The Deputy Minister of Public Works in his address to the meeting said that an

important feature of the Government's construction program had been an increase in winter construction work. The amount of winter employment provided by suitable timing of building maintenance and interior work had increased substantially during the past couple of years, he stated. About 375 small harbour and river projects had been planned for the current winter, in addition a continuation of work on as many marine projects as possible.

"We have endeavoured to extend the winter work principle to the building construction field," the Deputy Minister said. "Our contracts now have clauses stating work must continue through the winter months, and results have been rewarding. We anticipate an increase in winter employment during the current winter of well over 30 per cent as compared with operations a couple of years ago. We expect that this total increase may well exceed 4,000,000 man-hours."

As a further example Gen. Young cited the building this winter of some 65 small post offices. "What I think may be of special interest is that the costs of this program are not as high, compared with summer construction, as we had anticipated. In many cases the margin is less than 5 per cent," he said.

A resolution passed by the Association called upon Labour to make "contributions" to winter employment. Although the matter led to long discussion, the nature of this contribution was not specified. Some delegates suggested that wage rates should be reduced, but others said that this was unrealistic. Most, however, seemed to think that some concessions might be made in regard to working conditions.

## Housing

In its statement of policy the Association strongly advocated the maintenance of the National Housing Act on a basis that would serve the essential housing market. It said that the main emphasis should continue to be on enabling more and more Canadians to own their own houses.

Continued efforts should be made to reduce housing costs by greater individual

The Canadian Construction Association's research and education committee reported that a \$2,000 fellowship that had been offered by the CCA for the last three years for post-graduate studies pertaining to construction has gone begging. In spite of an intensive publicity campaign there had been very few applications, and none of those had been acceptable. The CCA plans to withdraw its offer.

productivity, by greater consideration for cost in designing, by assembly line construction on the site, by securing availability of serviced lots at reasonable cost, and by modernization of building codes and research activities.

As a step towards keeping down costs the Association recommended that the Act be amended, or that the Municipal Improvements Assistance Act be revived, to provide for the financing of feeder water mains and trunk sewers for low-cost housing projects.

It also recommended that the purchase of used houses be allowed under the National Housing Act.

## Labour Relations

"Increased productivity on job-sites and in plants will continue to require the maximum possible co-operation between and within management, labour and government. Increased trade training and judicious control of immigration programs will also be required to meet higher productivity standards," the CCA said in its statement of policy.

The Association favoured the joint conference board principle both on a national scale and at those centres where labour negotiations are conducted collectively by duly authorized employers' committees. It also recommended that labour contracts for given centres or areas should have common expiry dates.

It stated that it condemned in principle labour agreements that make membership in a trade union a condition of hiring or of continued employment.

# Patterns of Industrial Dispute Settlement in 5 Canadian Industries

Five studies of labour-management relationships in five Canadian industries, financed by grants under labour Department-University Research Program, have been published in one volume by Industrial Relations Centre, McGill University

Five studies of labour-management relationships in five Canadian industries, whose authors were assisted and editorial assistance financed by grants under the Labour Department-University Research Program, have been published in one volume under the title, *Patterns of Industrial Dispute Settlement in Five Canadian Industries*. The book's editor was Prof. H. D. Woods, Director, Industrial Relations Centre, McGill University, who also contributed an introductory part, "Concepts in Labour Relations," and a concluding chapter, "The Process of Accommodation".

Each study was carried out by its author independently of the others as research projects in the University of British Columbia, United College, Winnipeg, and McGill University.

Prof. Woods' introductory chapter attempts to establish a conceptual frame of reference for all the studies, and his concluding chapter draws on the industry studies for data and suggestions to formulate a theory of dispute settlement related to the unique Canadian machinery of intervention.

The studies and authors are:

"Third Party Intervention in the Alberta Coal Industry 1900-1951" by D. E. Armstrong and Muriel Armstrong.

"Pattern of Accommodation in the Men's Garment Industry of Quebec 1914-1954" by Michael Brecher.

"Labour Disputes Settlement in the Construction Industry of British Columbia 1948-1954" by Stuart Jamieson.

"Third Party Intervention in the Quebec Primary Textile Industry 1944-1952" by Michael K. Oliver.

"British Columbia Logging and Lumber Industry 1946-1953" by J. R. Vaselenak.

The writers of these industry studies have availed themselves of the latitude provided by the absence of central direction to investigate widely differing industries with sharply contrasting institutional bargaining relations. They have in two cases covered approximately a half century, and in the other three, only a few years. The research methods used and the approach selected reflect the disciplinary interest and training of the several writers, as well as each one's



appraisal of what is important. Yet in spite of the independence displayed by the authors, the studies, when taken together, show remarkable consistency and lend strong support to a common consensus about the settlement of labour-management differences in Canadian industries, under the somewhat unique form of public institutions as provided in Canadian law.

Each of the studies includes sufficient descriptive material on the industry under review to provide a background of economic influences necessary to maintain perspective. And it becomes quite clear that such data are crucial to an understanding of labour relations problems. But perhaps more important is the insight that emerges about the nature of collective bargaining and the process of accommodation itself.

The oversimplification of popular conception are replaced by the complex realities of actual experience. Collective bargaining appears as an intricate web of relationships and interests that somehow progress in time through what Mr. Oliver refers to as a "dynamic equilibrium". Or, as the Armstrongs conclude: "If... third party... intervention is to be understood... one must go behind the third parties and the machinery of intervention to the temper and strength of the disputants, and beyond that to the social and economic factors."

It is interesting to note how each industry studied has, through time, evolved an established institutional structure that reflects the character of the problems of the respective industries. Four of the studies are concerned with multi-structures on the employer side, but each of these differs in form and operation. There is only a superficial resemblance between the employers' representative organizations in, for example, the British Columbia logging industry and the Quebec Men's clothing industry; the joint machinery of the British Columbia construction trades has little in common with the employers' associations in the Alberta coal industry, taken at any time in its history.

Yet there are common factors, and indeed it is these that emerge from the studies as fundamentals. And it is on these elements in common that a theory of labour-management accommodation can be built.

Mr. Vaselenak has demonstrated the importance of accommodating the parties

internally as the basis for the more apparent settlement between the representatives of unions and management; and Mr. Brecher, in the clothing industry study, has shown how this process can reach a high level of subtlety and sophistication. Mr. Jamieson's study of the construction trades illustrates the difficulties encountered when, through temporary economic influence and the extension of an outside jurisdiction, conflicting patterns of accommodation appear for a given industry in a given area.

Throughout the studies there is much preoccupation with the role of the state. Here again there appears to be considerable agreement that the state agencies, especially where they are "recommending" rather than "awarding" or "ruling" bodies, are limited by the power relationship with which they are dealing. Success by either conciliation officers or boards seems to be confined largely to cases where the circumstances were favourable, or conversely where a strike was highly unlikely. But perhaps more striking is the revelation that the same restraints operate quite effectively when the third party is clothed with arbitral power. This is shown in the practice of "agreed" arbitration in the clothing industry and in the manner in which the Director of Coal Operations imposed the miners' demands on employers when the power of the men and their union was great. It is also reflected in the disastrous consequences of a B.C. Labour Department ruling that all conciliation boards must submit at least a majority report, thereby discouraging accommodative recommendations.

There is much more in these studies. They represent one of the first serious attempts at depth study of labour relations in specific Canadian industries. They are valuable separately for those with a special interest or concern in one of the industries, and collectively for those who wish to compare and contrast and draw more general conclusions. They reveal much about the nature of collective bargaining, about the third-party function, and they have important suggestions regarding public policy.

The book was published by the Industrial Relations Centre, McGill University. It is obtainable from the Centre at a price of \$5.00 postpaid for single copies, \$4.50 per copy postpaid for four or more copies.

# Technical Training in the United Kingdom

Organization and functions of various types of technical training institutions in the United Kingdom are described in detail in Department's sixth report, just published, in series on Research Program on the Training of Skilled Manpower

The organization and functions of the various types of technical training institutions in the United Kingdom are described in detail in a report just issued by the Department of Labour under the title *Outline of Technical Training in the United Kingdom*.

The report describes the regular school system, explaining the differences between the grammar school, the secondary modern school and the secondary technical school. The part played in advanced technical education by the "technical colleges" and the universities is discussed, and there is a description of the system of granting certificates and diplomas by which workers in industry are enabled to progress to the skilled, technician and professional levels.

This report, the sixth in a series issued as part of the Research Program on the Training of Skilled Manpower, was preceded by: No. 1, *Progress Report* (summarized in the *LABOUR GAZETTE*, Aug. 1957, p. 940), No. 2, *Technological Changes and Skilled Manpower: Electrical and Electronics Industry, Heavy Machinery Industry* (L.G., Nov. 1957, p. 1281), No. 3, *Technological Changes and Skilled Manpower: Summary Report on the Household Appliance Industry* (L.G., Oct. 1958, p. 1110), and No. 5, *Vocational Training Program in Canada* (L.G., Nov. 1958, p. 1252). The fourth report has not yet come off the press.

This latest report was prepared by W. Graham Craig, who was employed by the Department in 1957 to help in the Research Program. Mr. Craig was until recently an instructor at the Royal College of Science and Technology and the Scottish College of Commerce, Glasgow.

Copies of the report, and others in the series, are obtainable without charge from the Publications Division, Department of Labour.

## Schools

In the United Kingdom a measurable part of children's basic training in craftsmanship "is received by them in institutions managed and controlled by local education authorities, either in their later years of compulsory day-school attendance or in the years immediately following their statutory release from such attendance," the report says.

Three distinct types of secondary schools, for children aged 11 to 15 years, are recognized by the Education Act, 1944. These are: secondary grammar schools, secondary modern schools, and secondary technical schools.

"The kind of secondary education a child is given usually depends on the results of a test taken at the age of 11," according to the report. "Pupils are allocated to the various types of secondary courses according to their fitness to profit from them, assessed on the basis of evidence derived from teachers' estimates of attainment, intelligence tests and attainment tests."

The majority of pupils at the various types of secondary schools take the examination for the General Certificate of Education, which was introduced by the Minister of Education in 1951. The main features of this examination are that: papers are set at three levels—ordinary, advanced, and scholarship—and a certificate given for a pass in one or more subjects; all subjects are optional and no "minimum" or "group" requirements are imposed; most candidates are at least 16 years of age on September 1 of the year in which they sit for their examinations.

The candidate can make his choice from among a number of subjects, and besides the usual academic subjects he may elect to take art, music, handicraft, or domestic, commercial or technical subjects.

## Vocational Education in Secondary Schools

Vocational training in its most elementary form begins for school children at the age of 11 years. Re-allocations, when advisable, take place two years later, and there are many such re-allocations.

The three main types of secondary schools (grammar, technical, and modern) take respectively about 20, 5 and 75 per cent of the 11-16 age-group.

At present secondary technical schools provide a two- to three-year course on pre-vocational lines, although in the future it is hoped to provide a full-length secondary course. In a number of schools fourth year intensive courses are provided at the end of the normal three-year junior secondary course.

Secondary technical courses are provided in engineering, building, textiles, housewifery, catering, commerce, art, and agriculture. The three-year course generally



includes such subjects as woodwork and metalwork, technical drawing, and applied mechanics.

### Technical Colleges

"Technical colleges in the United Kingdom provide instruction in all recognized forms of technology," the report says. "Apart from the wide field covered by mechanical, electrical, civil, and aeronautical engineering, courses of instruction are conducted in architecture, building, textiles, mining, plastics, and many forms of applied physics and chemistry. Students from almost every type of industry can be found in the major technical colleges of the country..."

"In England and Wales some 300 technical colleges (other than art colleges) provide full-time courses for students, while in addition some 250 technical colleges provide courses for part-time students only. Of the total number of technical colleges, about 150 give instruction in one or more of the technologies at an advanced level; that is to say, to Higher National Certificate standard..."

"While it is true that the greater part of the instruction at technical colleges continues to be given on a part-time basis, the number of students in full-time attendance at such institutions has increased in recent years to an extent hitherto unknown."

In June 1956 the Minister of Education announced the provisional designation of eight colleges as "Colleges of Advanced Technology," three in London and the others in various parts of the country. All of them have now been given full Ministerial recognition.

Colleges approved as "Colleges of Advanced Technology" concentrate on scientific and technological education at the highest level, and funds have been provided by the Government towards their rebuilding and expansion.

In a few parts of the country technical colleges have affiliated with their local universities, and this arrangement has met with considerable success.

### Sandwich Courses

Sandwich courses play an important and increasing part in the British system of technological education, says the report. A sandwich course is one that involves alternate periods of full-time attendance at a technical college with equal periods in industry for practical training.

The Government is encouraging these courses, and it is believed that they offer advantages over courses of evening study,

which place a strain on the students. Sandwich courses of the type favoured will be of four to five years duration. It is considered that these advanced courses will suit the able worker who is already employed in industry, as well as serving to attract an increasing number of young people when they leave school at 18 years of age.

Periods of five months in a college and seven months in industry, or of about six months in each, are considered the most effective and convenient arrangement. The list of colleges which provide sandwich courses in England and Wales is extensive.

### National Certificates and Diplomas

"National Certificate and Diploma schemes have been in operation in various branches of technological education for almost 40 years... The National Certificate schemes which are now in operation throughout the country are intended for part-time as distinct from full-time students, and are designed to secure a minimum national standard representing continuous part-time study over a period of five or six years from the age of 16 or 17. An Ordinary National Certificate is normally taken after three years' study, and a Higher National Certificate after a further two years.

"The Higher National Certificate is a qualification of approximately first degree standard in the subjects taken, although, being based on a part-time course, it is necessarily narrower in scope," the report continues. "Endorsements in respect of additional subjects may be awarded as the result of further study.

"It is common for students who have gained the Higher National Certificate to pursue their studies to a level which provides complete exemption from the examinations of professional institutions.

"The National Diploma schemes are designed to set a similar standard for full-time students. An Ordinary National Diploma is awarded on two years full-time study, usually started at the age of 16. The Higher National Diploma requires three years study and covers approximately the same ground as a university degree course... National Certificates and Diplomas are awarded jointly by the Ministry of Education and the professional institutions concerned."

### National Colleges

"In a few relatively small and specialized industries National Colleges for technological training have been established by the Government. There are now seven such

colleges in the United Kingdom. In each case the object of the Government has been to provide highly specialized training in a single industry, which is highly dispersed throughout the country and employs comparatively few personnel, or the techniques of which are used in many other industries."

The seven National Colleges are: the National College of Horology, the National Foundry College, the National College for Heating, Ventilating, Refrigeration and Fan Engineering, the National College of Rubber Technology, the College of Aeronautics, the National Leathersellers' College, and the National College of Food Technology.

### Universities

Although the British universities, of which there are 17 in England and Wales, four in Scotland, and one in Northern Ireland, receive a very large measure of financial aid from the state, they are entirely autonomous in government and administration. No government department has any jurisdiction within any of them or any control over them.

Grants to the universities are not made directly by the Treasury, but are allocated out of a lump sum voted by Parliament and administered by a body known as the University Grants Committee.

Altogether 43 per cent of the student body in Great Britain attend classes in the arts faculties, while the faculties of pure science account for 22.5 per cent of the student body.

British universities use various designations to describe the degrees they confer in the field of technology. In most universities the completion of a three-year or four-year course of full-time study leads to the Bachelor of Science (B.Sc.) degree, except at Oxford and Cambridge, where a Bachelor of Arts (B.A.) degree is awarded.

Of the 22 universities in the United Kingdom, 18 have separate departments of engineering. There are departments of metallurgy at the Universities of Birmingham and Sheffield; of naval architecture and marine engineering at Glasgow, Liverpool, Belfast, Newcastle and Southampton. Several other universities offer special courses in connection with particular industries.

In 1954 university degrees and diplomas granted by the universities of Great Britain in engineering and other applied sciences numbered 2,800. This figure represented 57 per million of the population of the country. In the same year 8,110 Higher National Certificates, or equivalent qualifications,

were awarded, representing 164 per million of the population. The number of graduates in pure science represented 105 per million of the population. (For the whole of Western Europe the comparable figure was 48, for the USSR 56, and for the United States 144.)

About 2,300 of the graduates obtained their degrees by full-time study at universities, while the other 500 attended classes, full-time or part-time, at technical colleges.

### Day Release Schemes

"A remarkable increase has taken place in postwar years in the number of persons who are released by their employers for part-time education during their normal working hours," says the report. In 1939 the number of workers so released was 43,000; in 1956-57 it had risen to more than 417,000. The raising of the school-leaving age from 14 to 15 in 1944, with a resulting loss to industry of a number of its youngest workers, makes this increase all the more remarkable.

Release for part-time study during working hours is usually granted for a period of three years to those between the ages of 15 and 18 years. Sometimes the release is for one year or two years only. Most modern schemes of day release allow the employee to be absent for one whole day a week, but under some schemes the worker may be released for two half-days.

"The main advantage of the day-release system of vocational education is, perhaps, that it transfers the burden of professional and craft studies to the day-time and so lessens the strain which is imposed on young workers," the report points out.

Some employers, however, make attendance at a certain number of evening classes in the employee's own time a condition of release during working hours.

### Training within Industry

"An important part is played by industry in the provision of technological education and training in the United Kingdom. Many firms have established independent courses of training within their own premises in the crafts and skills which are appropriate to their industry, while in the larger industrial organizations training schemes have been erected on a more comprehensive scale, varying in intensity from technician to the most advanced levels and in duration from a few months to several years."

Accepted methods of training by employers include: induction courses, which usually last for from one to six weeks; works schools, which are maintained by many industrial undertakings on their own



premises; day continuation schools, established in some districts by local education authorities under the Education Acts of 1918 and 1921 with the voluntary support of industrial concerns in their areas; and training centres, which consist of separate education departments within many large industrial organizations which are responsible for the training of all the firm's employees.

"Modern industry, therefore," the report adds, "is responsible internally for the training of a large percentage of its own personnel, and many training schemes within industry in co-operation with the universities and technical colleges attain the highest levels."

### Apprenticeship

"While the number of university graduates who have entered industry in recent years has increased beyond all previous experience," the report says, "the normal method of gaining professional qualifications as a technologist is still that of a substantially full-time apprenticeship concurrent with part-time courses of study at a technical college in the evenings."

There are three main types of apprenticeship:

1. The apprenticeship may begin at the age of 17 or 18 years and last for four years. The course combines intensive training in the works with classes on a part-time release scheme leading to one of the National Certificate qualifications.

2. Pre-graduate apprenticeship, which consists of practical training for one year before entering on a full-time course at a university or major technical college, and another year after the completion of the academic course. The apprentice may also be required to train during vacations. This method is not widely used, but is gaining popularity in the engineering industry.

3. The graduate apprentice may enter industry on three or six months probation after he has completed his academic course. He then enters on a two-year training

period in the works. He is usually expected also to attend special lectures at the local technical college.

The report briefly describes the apprentice training schemes of two industrial concerns which are given as examples.

The majority of apprentices who are released by their employers to take part-time day-release courses probably attend courses designed and arranged by the City and Guilds of London Institute, "founded for the advancement of technical education by the Corporation and certain Livery Companies of the City of London".

The Institute prepares schemes of syllabuses and arranges examinations, and issues certificates and awards approved by the Ministry of Education.

Although statistics are not available as to the number of apprentices in training, the report states that it is known to have increased greatly since 1954 owing to the introduction of training schemes by many of the leading industrial organizations in the country.

The report makes reference to several United Kingdom publications which outline in some detail the British technological education system. Some of the more important of these are: *Higher Technological Education* (the Percy Committee report of 1945), *The Future Development of Higher Technological Education* (1950), *Higher Technological Education* (1951), and *Technical Education* (1956), all of which are official reports of the U.K. Ministry of Education. Another report of the Ministry of Education, *Technical Education in Scotland*, covers the rather different Scottish system. The U.K. Ministry of Labour and National Service in 1958 published a very useful report, *Training for Skill*, which deals with the recruitment and training of young workers in industry. There are many other sources of information about technological education in the United Kingdom, including circulars issued by the Ministry of Education and reports by the University Grants Committee on university development.

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## Farmers' 1958 Cash Income 8.3 Per Cent above 1957 Total

Cash income from the sale of farm products and from participation payments on previous year's Prairie grain crops in 1958 amounted to an estimated \$2,808,234,000, up 8.3 per cent from the preceding year's total of \$2,591,861,000 and 5.4 per cent from the 1956 total of \$2,663,520,000.

Supplementary payments made under the provisions of the Prairie Farm Assistance Act and the Western Grain Producers Acreage payment in 1958 amounted to \$61,085,000 compared with \$1,987,000 in 1957 and \$5,004,000 in 1956.

The increase in cash farm income was attributed to larger returns from the sale of livestock. All provinces had larger farm cash returns in 1958 compared with 1957.

# Principles Governing Rehabilitation

International conference on legislation concerning veterans and war victims convened by World Veterans' Federation at The Hague adopts series of recommendations on principles that ought to govern the rehabilitation of the disabled

Recommendation on the principles that ought to govern rehabilitation were adopted at an international conference on legislation concerning veterans and war victims, organized by the World Veterans' Federation and held at The Hague during November.

The conference declared that since rehabilitation is necessary to restore to the fullest extent possible the physical and mental powers of disabled persons so that they can resume their place in society, any such person should have the right, and should take advantage of the right, to the rehabilitation services established by the competent authorities.

The conference recommended that governments should take the necessary steps to establish and develop specialized vocational guidance and training and social resettlement services for the handicapped. It expressed the opinion that employers who co-operate in bringing about the rehabilitation of the disabled will find among those thus restored to usefulness a number who are particularly well qualified for the work for which they have been trained.

The delegates recommended certain principles to be followed in medical rehabilitation. They stated that it should begin immediately after occurrence of the injury or illness, and that it should cover physical, mental and psychological conditions. They emphasized the importance of the emotional and social aspects of rehabilitation.

Medical rehabilitation should be carried out by teams, with a physician as the captain of each team; and it should comprise prevention, diagnosis, prognosis, treatment, counselling, return to society and medical after-treatment. For those whose illness is chronic, and for long-term and geriatric patients, "maintenance therapy" is of vital importance in order to hold any ground that has been gained, the conference said.

The recommendations stated that government schemes of rehabilitation should provide training that will enable the person being treated to become a skilled worker, according to his abilities, and to have the normal chance for promotion. Such persons should not be confined to the few employments formerly reserved for them.

All disabled persons should be provided with adequate financial and other support for the whole period of rehabilitation.

The conference recommended that the institutional and administrative provisions of rehabilitation schemes should be based on the following principles:

—Members of the rehabilitation team must work together, each member understanding his own place in the team as well as that of each other member.

—The importance of education for leisure, as well as education for work, should be recognized.

—Medical and social guidance should be available throughout the rehabilitation process.

—There is a place for voluntary effort within and under the control of a public rehabilitation service.

—Successful rehabilitation depends largely on the skill of the rehabilitation team in stimulating the willingness and co-operation of the patient.

The importance of the mental and psychological aspects of therapy were emphasized at the conference.

All governments should regard rehabilitation as a human problem of solidarity and justice, the conference declared in a recommendation that all governments devote attention to the rehabilitation of the disabled.

Statistical data are needed for an understanding of the problem of rehabilitation, the conference said. Governments should make the necessary investigations and give adequate publicity to the findings. In this task rehabilitation centres should be invited to collaborate.

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Some surprising figures regarding the cost of staff turnover were given in a recent article in *Supervisory Management*. Estimates made by 37 companies in Los Angeles show that "losing and replacing one worker who earns \$80 a week can cost about \$1,000. In higher-level jobs turnover costs may soar as high as \$6,000."

Other surveys have shown that both older workers and disabled persons tend to stay on the job more than other workers, that is, they have fairly low rates of turnover.



# Vocational Training for Visiting Homemakers

Ontario sponsors course for visiting homemakers to train women to take charge of family when mother is ill, so that father can remain at work, or to assist older persons in own homes. New women's occupation seen in homemaker services

Twelve to fifteen women are to be recruited from various centres in Ontario for a four-week course to prepare them to be visiting homemakers. The training program, first of its kind in Canada under government auspices, will be held in Toronto under the sponsorship of the Ontario Department of Public Welfare. Details were announced recently at the Ontario Welfare Council Conference on Homemaker Services.

### **The Need**

A visiting homemaker takes charge of a home in times of illness or temporary absence of the mother. Or she may assist elderly people unable to manage alone. She does the shopping, prepares the meals and gives the family members, whatever their age, the sympathetic support they need.

Both the family and the community benefit from her services. The presence of the homemaker often prevents the break-up of home and family life and enables the father to remain at work. She makes it possible for the convalescent mother to return home from hospital; or with her help a sick elderly person may be spared from going into hospital. The result is that hospital beds are freed for urgent cases.

The Canadian Red Cross Society operates the largest number of homemaker services, most of them in Ontario, others in Nova Scotia and British Columbia. Community chests or united funds finance independent agencies in Toronto, Ottawa and Hamilton. In a number of other cities, homemaker programs within family or child welfare agencies are financed by community funds.

But there is an expanding need. The proportions of children and old people in the population are increasing. Furthermore, the introduction of hospital insurance with a probable increase in the demand for hospital care makes it essential to develop services that may be used to shorten or eliminate periods of hospitalization. Anticipating this need, the Ontario Government last year passed the Homemakers' and Nurses' Services Act. This new law enables the provincial Government to reimburse municipalities for up to 50 per cent of their outlay for such services to families unable to pay the full amount of the fee.

### **Training Course**

The first trainees are to be sponsored by municipalities and are committed to work for municipal welfare departments for at least one year. It is hoped, however, that the training plan may later be made available to private agencies.

The course is particularly suited to mature women from 25 to 60 years of age. A candidate must be in good health and have a sound knowledge of housekeeping and child training, a warm personality and the ability to work with people. She must be sensitive and flexible, able to understand the needs of each member of the family.

The course is designed to refresh skills in cooking, housekeeping and marketing and to provide information on the best ways of carrying out these activities. It will include discussion of family relationships, the care of children and the elderly, simple home nursing and the effects of illness in a home. The teaching will be by demonstration and practice rather than lectures.

Instruction will be given by home economists, public health nurses, nutritionists, social workers and other professional workers concerned with homemaking skills, problems of illness and family relationships.

A homemakers' certificate will be presented to each woman who completes the course satisfactorily. The normal rate of pay when she begins work will be \$8 for an eight-hour day or \$1 an hour for part-time work.

### **Homemaker Services in Other Countries**

Homemaker services have existed for many years in the United States as well as the United Kingdom and other European countries. In most of these countries courses for homemakers are well established or, as in Canada, are currently being developed.

The visiting homemaker service as a vocational opportunity and the training of homemakers have been discussed at various national and international conferences, most recently at the United States National Conference on Homemaker Services held in Chicago in February. "The profession of homemaker" is a subject for consideration at the International Conference on Homemaker Services to be held in Zeist, Holland, later this year.

## 50 Years Ago This Month

London Labour Council opens factory to give employment to unemployed union men in the city. Rules governing plant's operation state the shop was being run "upon principle of self-help," would pay no dividends, aim to earn no profits

Early in 1909 the London Trades and Labour Council opened a factory "for the purpose of giving employment to some portion of the unemployed union men of the city," the LABOUR GAZETTE of March 1909 reported. The venture was financed by the Council and run by a committee appointed by it.

About 10 "hands" were employed during February, and it was expected that more would be taken on. The men were stated to be working on the making of toys and small articles, "such as any mechanic can make, so that they will experience no trouble in disposing of their wares to the different business houses".

The GAZETTE published a list of rules which had been posted up in the factory. These rules stated that the establishment was being run "upon the principle of self-help and mutual assistance," that it paid no dividends to shareholders and aimed to earn no profits. Hours of work were from 9 a.m. to 12 noon, and from 1.15 to 4.15 p.m., the hours being kept short apparently because of the limited market for the factory's products and the wish to spread the work.

According to a report issued by the Department, and published by the LABOUR GAZETTE, the number of labour organizations formed in Canada during 1908 was 197, while 90 organizations had been dissolved during the year.

Of the net gain of 107 organizations, the railway unions accounted for 45, metal trades and printing trades for 12 each, and a miscellaneous group gained 16 locals. Net changes in other industries were small.

In union organization, "perhaps the most important single incident of the year was the organization of 14 branches of the International Brotherhood of Railway Employees in the Maritime Provinces, and their subsequent absorption, except in two cases, by the Canadian Brotherhood of Railway Employees, a new and wholly Canadian organization which was formed during the month of November, with headquarters at Halifax, N.S." (L.G., Dec. 1958, p. 1394).

In continuation of the policy started in 1902, the Lincoln Paper Mills Company of Merritton, Ont., distributed to its em-

ployees during February 1909, a gratuity of 6 per cent of their earnings during the previous year. The average amount received by each employee was about \$35.

Among the requests contained in a memorial presented to the Government of British Columbia by the B.C. executive of the Trades and Labour Congress of Canada in February were the following:

—Discontinuance of the policy of subsidized or assisted immigration.

—Abolition of the election deposit and removal of all restrictions to a free franchise in the province.

—Extension of the government policy of supplying free text books.

—Establishment of a provincial bureau of statistics.

—All government work to be done by day labour.

—Establishment of a legal day of not more than eight hours and a work week of not more than six days, a minimum wage, and a maximum pay period of two weeks.

—Government ownership and operation of public utilities, such as coal mines, telephones, canneries, etc."

At the seventh annual convention of District 18, United Mine Workers, held at Lethbridge in February, the delegates approved the removal from the constitution of a clause which had excluded Chinese and Japanese from membership.

In the President's report the district organization was advised to sever its connection with the Trades and Labour Congress of Canada, and this step was approved by the meeting. At the same time affiliation with the Western Federation of Miners was decided on.

The LABOUR GAZETTE's Hull correspondent reported in the March issue that "several of J. R. Booth's camps on the Coulonge River closed operations last week, and teams and men are coming down, increasingly by about 100 men the army of perhaps 500 men who were already idle in Hull."

Grocers in Hull said that business was continuing to fall off each month, and that workmen were adding to their bills pending the starting of the mills. However, "no cases of distress were reported by the charities of the city."



# INTERNATIONAL LABOUR ORGANIZATION

## Committee of Experts on Social Security

Meeting of 22 experts suggests new international instrument to ensure equality of treatment of both nationals and non-nationals without residence requirements

A new international instrument dealing with social security for aliens and migrants is suggested by the Committee of Experts on Social Security which concluded a two-week meeting at Geneva on February 6.

The 22 experts, from 18 countries, pointed out that the need had been acknowledged to ensure aliens and migrants as complete protection as possible at the international level. The new instrument they suggested, which would have to be adopted by the International Labour Conference, should ensure equality of treatment of nationals and non-nationals without residence requirements, and should ensure the payment of benefits abroad, they agreed.

They believed it was necessary to make the application of the suggested instrument conditional on reciprocity. Any ratifying state would be required to apply its provisions to the nationals of every other state that had ratified.

A preference was expressed by the Committee for a general instrument applicable to all branches of social security but which could be ratified partially regarding one or more branches.

The experts also considered the possibility of revising several pre-war ILO Conventions in the light of the provisions contained in the 1952 Convention on social security minimum standards. A majority thought that the pre-war Conventions should be completely remodelled. They recognized the practical advantages of separate instruments covering: benefits in case of employment injury; old-age, invalidity and survivors' pensions; sickness benefits; and unemployment benefits.

The Committee agreed that the standards should not be lower than those in the pre-war Conventions and, in general, should exceed the minimum standards Convention of 1952. Temporary exceptions should be provided for the less developed countries.

The Committee considered that ILO Convention No. 42 on Workmen's Compensation (Occupational Diseases) (Revised), adopted by the Conference in 1934, should

be revised or even remodelled because of the progress in industrial medicine and in the techniques developed.

Standards of compensation for occupational diseases should form part of a general instrument dealing with the compensation of occupational risks. Special stress should be laid on the prevention of occupational diseases, which is an essential objective of any system of social security dealing with occupational risks.

In the field of social security statistics, the Committee expressed the view that the International Labour Office should carry out research on specific problems, for example, a study of average retirement ages and the effects of different retirement test provisions.

The views of the Committee of Experts will now be examined by the ILO Governing Body.

Col. V. M. Albuquerque, Director-General, Employees' State Insurance Corporation, Ministry of Labour and Employment, India, was elected chairman of the meeting. As vice-chairman the meeting elected A. C. M. van de Ven, Director of the Social Insurance Division, Ministry of Social Affairs and Public Health, the Netherlands.

Experts taking part in the meeting were: Col. V. M. Albuquerque, India; V. A. Aralov, USSR; M. Mohamed Badran, Egypt; R. Bellaci and C. Carloni, Italy; J. Doublet, C. Michel and D. Motte, France; C. Echeverri Herrera, Colombia; K. Jantz, Federal Republic of Germany; P. Juhl-Christensen, Denmark; F. Kolasa, Poland; H. Korte and A. C. M. van de Ven, the Netherlands; R. Melas, Austria; Robert J. Myers, United States; Arthur Patterson, United Kingdom; A. Saxer, Switzerland; Makoto Suetaka, Japan; L. Watillon, Belgium; J. W. Willard, Canada; and A. E. T. Williams, New Zealand.

The Canadian expert, J. W. Willard, is Director, Research and Statistics Division, Department of National Health and Welfare.

# Labour Gains Limited in 1958, ILO Finds

Advances scored in some areas; but they were spotty. Employment increases, where evident, not always sufficient to absorb additions to the labour force

Nineteen fifty-eight was a year of limited gains for the working man, according to a survey released last month by Director-General David A. Morse of the International Labour Organization.

Advances were scored in some areas but they were spotty, and fell considerably short, on the average, of those of the mid-fifties. Employment increases, where in evidence, were not always sufficient to absorb the additions to the labour force; most of the countries which maintain statistics had more unemployment in late 1958 than they had had a year earlier. Gains in productivity were somewhat below the postwar average.

On the favourable side, however, real wages pushed slowly upwards and the progressive extension and liberation of social security continued. The upward rush of consumer prices was curbed. Man-days lost through industrial disputes were held at a moderate level.

These conclusions are based on statistical reports by member countries of the ILO, supplemented by statistical and non-statistical data from other sources.

In general, statistics for the most recent month of 1958 have been compared with data for the same month of 1957, thus measuring the change over a 12-month period. While many of the data represent November or December, some refer to October or even earlier months.

North America and Western Europe are particularly well represented in the statistics, and the information available from the countries of Eastern Europe is somewhat more complete than in earlier years. Information regarding trends in Asia, Africa and South America, however, is far from complete.

Half of the countries surveyed had higher levels of employment in late 1958 than a year earlier, but the gains in certain

cases were not sufficient to offset the net increase in the labour force. In half the reporting countries employment declined. In consequence, 22 out of 29 reporting countries showed some increase in unemployment, although in a number of these the increase was relatively small.

The average (median) increase in consumer prices in the 12 months ending late in 1958 was 2.1 per cent. This compares with an increase twice as great (4.0 per cent) in 1956-57 and was the smallest annual rise since 1953-54.

Despite their moderate scope, price movements tended to restrict gains in real wages during the year. Nevertheless, the median increase in real wages in manufacturing in reporting countries was 2.4 per cent, or near the average level for the postwar years.

Social security protection was extended to additional millions of workers, and in many countries loopholes in social security regulations were plugged and higher benefits introduced.

Scanty statistics on industrial injuries—a year older than the other data considered in this report—indicate no definite trend in injury rates. Among major industry groups, coal mining continued to show the highest fatality rates.

Man-days lost through industrial disputes in 1958 in 28 reporting countries which regularly account for a very large proportion of all such disputes are estimated at 60 million. The 1958 total is about the same as that for 1957 and is somewhat below the postwar average.

Productivity as measured by output per man in manufacturing showed modest gains above 1957 levels. Gains in North America and Western Europe, however, were somewhat lower than those registered from 1956 to 1957.

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## Forced Labour Convention Now Ratified by 20 Countries

International Labour Convention No. 105 on the Abolition of Forced Labour, adopted by the 1957 International Labour Conference, has already been ratified by 20 countries.

The 20th ratification, by The Netherlands, was deposited with the ILO in February.

Along with the ratification, The Netherlands made a declaration under which the Convention will be applicable also in the Netherlands Antilles, in Surinam and in Netherlands New Guinea.



# TEAMWORK in INDUSTRY

Born of a proposal made at a labour-management committee meeting in the spring of 1958, the *Alberta News*, plant newspaper of Carling Breweries Limited at Red Deer, Alta., has just ended its first year of publication.

Produced monthly by and for the employees, the compact, six-page *News* has been a welcome addition to the life of the plant. Five issues appeared in 1958 and enjoyed considerable popularity among personnel.

A recent issue of the *News* carried an interesting line-up of subjects, including a "personality of the month," a directors' report on company business during 1958 and the prospects for 1959, articles on sales promotion, the "buy Canadian" theme, a condensation of the parent company's annual report for 1958, columns on safety reminders and personnel activities, and employees' suggestions for improving plant safety, efficiency and harmony.

The *Alberta News* is just one brain-child of the labour-management committee at Carling's Red Deer plant. Just prior to the new year, the committee initiated a successful "open house" for 40 employees' wives. The afternoon program included a plant tour so that the ladies could see their men-folks "in action".

Bargaining agent for Carlings' employees is the Red Deer Brewery Workers Federal Union No. 533 (CLC).

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A drop of 80 per cent in the frequency rate of lost-time accidents and 50 per cent in the severity rate has been achieved in three years by the Canadian Splint and Lumber Corporation, Limited, Pembroke, Ont., manufacturers of wooden match sticks.

One reason for the improvement has been the reorganization of the safety committee in the plant. The committee consists of 13 members, with each department represented, and meets regularly every month. A new chairman is appointed annually from among the members.

According to records provided by the Industrial Accident Prevention Associations of Ontario, the company's accident frequency rate for one period during 1955 stood at 130.16 and the accident severity rate at 1.945.

Credit for the current improvement in the accident rate is shared by all employees of the company. Their union committee, working in conjunction with the safety committee and management, have combined in making a forceful group to further a concentrated safety program. Suggestions and recommendations made by them on safety matters are examined and implemented immediately by management. Hazards are brought promptly to the attention of the foreman, not only at the safety meetings, but whenever they are reported. Throughout the year the committee is continuously engaged in a "no-accident" safety program.

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Ninety-three safety suggestions, consisting chiefly of recommendations for the installation of guards for mechanical equipment, were considered during 1958 by the nine-man safety committee of the Canada Cement Company plant at Fort Whyte, Man. Of the total 80 were adopted in the 12-month period.

Many of the suggestions used arose on plant safety inspections during which committee members scouted for potential hazards from machinery, and unsafe work habits of employees.

On one occasion a visiting safety engineer drew the committee's attention to an uncovered section of high speed shaft driving a kiln blast fan, and warned that it posed a real danger to any employee attempting to lubricate the shaft bearings.

The company promptly sealed off the potential hazard with a mesh cage guard.

"Teamwork is the key to our safety program," reports J. Legate, assistant superintendent. "We believe in fast action when a safety suggestion is made. It never fails to save lives and prevent injuries."

Nick Mudry, president of local 274 of the United Cement, Lime and Gypsum Workers International Union (CLC), supports Mr. Legate's contention.

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The eastern region employees of the Ontario Hydro Commission have been awarded the Commission's safety plaque to mark nearly 2,000,000 man-hours worked with the lowest accident rate in Hydro's various regions.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

## INDUSTRIAL RELATIONS AND CONCILIATION

### Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during January. The Board issued six certificates designating bargaining agents, ordered one representation vote, and rejected three applications for certification. During the month the Board received 17 applications for certification, allowed the withdrawal of two applications for certification, and the Minister of Labour referred to the Board a complaint under Section 43 of the Act alleging failure to bargain collectively.

#### Applications for Certification Granted

1. Longshoremen's Protective Union, on behalf of a unit of longshoremen employed by The Newfoundland-Great Lakes Steamships Limited at Botwood, Nfld. The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America intervened (L.G., Feb., p. 154).

2. The Syndicate of Employees of Nordair, on behalf of a unit of employees in the Maintenance Department and Operations Department of Nordair Limited, Roberval, Que. The International Association of Machinists intervened (L.G., Feb., p. 154).

3. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mail pickup and delivery drivers and helpers employed by H. W. Bacon Limited, Toronto, Ont. (L.G., Jan. p. 49).

4. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of John Beardall, Manager-Owner of Radio Station CFCO, Chatham, Ont. (L.G., Feb., p. 155).

5. National Harbours Board Elevator Group, Prescott, Ont., of the Civil Service Association of Canada, on behalf of a unit of regular and casual employees employed at the Prescott Elevator of the National Harbours Board (L.G., Feb., p. 155).

6. International Woodworkers of America, Local 1-71, on behalf of a unit of boom-men and second boom-men employed

by the Vancouver Tug Boat Co., Ltd., in booming and rafting in the area of Twin Creeks, Howe Sound, B.C. (L.G., Dec. 1958, p. 1399).

#### Representation Vote Ordered

International Union of Operating Engineers, Local 796, applicant, Northspan Uranium Mines Limited, Elliot Lake, Ont., respondent, and Local 1554 of the Canadian Labour Congress, intervener (air compressor operators) (L.G., Jan., p. 49). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: A. B. Whitfield).

#### Applications for Certification Rejected

1. International Union of Mine, Mill and Smelter Workers, applicant, Bicroft Uranium Mines Limited, Bancroft, Ont., respondent, and United Steelworkers of America, intervener (L.G., Feb., p. 154). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. International Association of Machinists, applicant, Nordair Limited, Roberval, Que., respondent, and The Syndicate of Employees of Nordair, intervener (L.G., Feb., p. 154) (See also Applications Granted, item 2). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

3. Brotherhood of Locomotive Firemen and Enginemen, applicant, Quebec Central Railway Company, Sherbrooke, Que., respondent, and Brotherhood of Locomotive Engineers, intervener (L.G., Jan., p. 49). The application was rejected for the reason

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.



that the proposed bargaining unit was not considered by the Board to be an appropriate unit in view of the fact that it is a part of the system operation of the Canadian Pacific Railway Company.

### Applications for Certification Received

1. Eldorado Mining and Refining Group of the Civil Service Association of Canada, on behalf of a unit of employees of Eldorado Mining and Refining Limited employed at its Metallurgical Laboratories, Ottawa (Investigating Officer: G. A. Lane).

2. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Sea-Van Express Limited, operating in and out of Burnaby, B.C. (Investigating Officer: D. S. Tysoe).

3. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of B.C. Seattle Transport Limited, operating in and out of Burnaby, B.C. (Investigating Officer: D. S. Tysoe).

4. Lakehead Grain Elevator Electrical Workers (independent), on behalf of a unit of electrical department employees employed in the grain elevators of Federal Grain Limited at Fort William and Port Arthur, Ont. (Investigating Officer: J. S. Gunn).

5. Lakehead Grain Elevator Electrical Workers (independent), on behalf of a unit of electrical department employees employed in the grain elevator of Lakehead Terminals Ltd., at Fort William, Ont. (Investigating Officer: J. S. Gunn).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

6. Lakehead Grain Elevator Electrical Workers (independent), on behalf of a unit of electrical department employees employed in the grain elevator of The Ogilvie Flour Mills Co. Limited at Fort William, Ont. (Investigating Officer: J. S. Gunn).

7. Lakehead Grain Elevator Electrical Workers (independent), on behalf of a unit of electrical department employees employed in the grain elevator of The Canadian Consolidated Grain Company Limited at Port Arthur, Ont. (Investigating Officer: J. S. Gunn).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of electrical employees in the Work Equipment Department of the Canadian National Railways, Western Region (Investigating Officer: C. E. Poirier).

9. Lakehead Grain Elevator Electrical Workers (independent), on behalf of a unit of electrical department employees employed in the grain elevator of N. M. Paterson & Sons Limited at Fort William, Ont. (Investigating Officer: J. S. Gunn).

10. Lakehead Grain Elevator Electrical Workers (independent), on behalf of a unit of electrical department employees employed in the grain elevator of the National Grain Company Limited at Fort William, Ont. (Investigating Officer: J. S. Gunn).

11. United Steelworkers of America, on behalf of a unit of office employees of Northspan Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

12. United Steelworkers of America, on behalf of a unit of stationary engineers and helpers employed by Pronto Uranium Mines Limited, Algoma Mills, Ont. (Investigating Officer: A. B. Whitfield).

13. Lakehead Grain Elevator Electrical Workers (independent), on behalf of a unit of electrical department employees employed in the grain elevator of the Searle Grain Company, Limited at Fort William, Ont. (Investigating Officer: J. S. Gunn).

14. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of clerical employees in the Purchasing and Stores Accounting Centre of the Canadian National Railways at Montreal (Investigating Officer: C. E. Poirier).

15. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed on the West Coast aboard the *MV Tyee Shell* by Shell Canadian Tankers, Limited (Investigating Officer: D. S. Tysoe).

16. United Steelworkers of America, on behalf of a unit of employees of Canadian Dyno Mines Limited, Bancroft, Ont. (Investigating Officer: A. B. Whitfield).

17. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees operating in and out of the North Burnaby, B.C., terminal of the Los Angeles-Seattle Motor Express, Inc., Seattle, Wash., U.S.A. (Investigating Officer: D. S. Tysoe).

#### Complaint Received under Section 43 of Act

The Minister of Labour referred to the Board a complaint made by the National Association of Marine Engineers of Canada, Inc., alleging that the Gulf and Lake Navigation Company Limited had failed to bargain collectively.

#### Applications for Certification Withdrawn

1. Warehousemen & Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and H. W. Bacon, mail contractor, Toronto, Ont., respondent (L.G., Dec. 1958, p. 1399) (See also Applications Granted above, item 3).

2. Canadian Brotherhood of (Railway, Transport and General Workers, applicant, and Vancouver-Alberta Freight Lines Limited, Vancouver, respondent (L.G., Feb., p. 155).

## Cconciliation and Other Proceedings before the Minister of Labour

### Cconciliation Officers Appointed

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Lakehead Terminal Elevators Association and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: F. J. Ainsborough).

2. Robin Hood Flour Mills Limited, Saskatoon, and Local 342, United Packing-house Workers of America (Conciliation Officer: J. S. Gunn).

3. Eldorado Mining and Refining Limited, Saskatoon, and Local 913, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: J. S. Gunn).



4. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Company Limited, Caledon Terminals Ltd., Terminal Warehouses Ltd. and International Longshoremen's Association, Local 1842 (Conciliation Officer: F. J. Ainsborough).

5. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Navigators' Association (Conciliation Officer: G. R. Currie).

6. British Columbia Packers Limited (Western Whaling Corporation), Vancouver, and United Fishermen and Allied Workers' Union (Conciliation Officer: D. S. Tysoe).

#### Settlements Reported by Conciliation Officers

1. Shipping Federation of Canada and International Longshoremen's Association (Halifax, Saint John, Three Rivers, Montreal and Quebec) (Conciliation Officers: R. Trépanier and H. R. Pettigrove) (L.G., Jan., p. 54).

2. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and Canadian Guards Association (Conciliation Officer: F. J. Ainsborough) (L.G., Jan., p. 54).

3. Canadian National Telegraphs (motor messengers), Toronto, and Commercial Telegraphers' Union, Division 43 (Conciliation Officer: F. J. Ainsborough) (L.G., Sept. 1958, p. 980).

4. Canadian National Telegraphs (microwave technicians), Toronto, and Commercial Telegraphers' Union, Division 43 (Conciliation Officer: F. J. Ainsborough) (L.G., Sept. 1958, p. 980).

5. Canadian National Railways (Niagara, St. Catharines and Toronto Railway) (motormen, conductors, and bus operators) and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Local 846 (Conciliation Officer: F. J. Ainsborough) (L.G., July 1958, p. 755).

#### Conciliation Boards Appointed

1. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Flight Attendants' Association (L.G., Jan., p. 54).

2. Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions), including Quebec Central Railway and Dominion Atlantic Railway, and Brotherhood of Locomotive Firemen and Engineers (no conciliation officer appointed previously).

#### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in November to deal with a dispute between Hill the Mover (Canada) Limited, Ottawa and Toronto Terminals, and Local 419, International

Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 54) was fully constituted in January with the appointment of Leo McLaughlin, Toronto, as Chairman. Mr. McLaughlin was appointed on the joint recommendation of the other two members, Gerard Kelly and Mel Kerr, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between Canada Steamship Lines Limited, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Feb., p. 177) was fully constituted in January with the appointment of H. Carl Goldenberg, QC, Montreal, as Chairman. Mr. Goldenberg was appointed on the joint recommendation of the other two members, Ross Drouin, QC, and Joseph H. Fine, QC, both of Montreal, who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in December to deal with a dispute between Stanleigh Uranium Mining Corporation, Elliot Lake, and Elliot Lake-Stanleigh Office Workers' Union, Local 1575, Canadian Labour Congress (L.G., Feb., p. 177) was fully constituted in January with the appointment of His Honour Judge J. C. Anderson, Belleville, as Chairman. Judge Anderson was appointed on the joint recommendation of the other two members, G. A. Howes and William Black, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

4. The Board of Conciliation and Investigation established in December to deal with a dispute between Can-Met Explorations Limited, Spragge, Ont., and Quirke Lake-Can-Met Office Workers' Union, Local 1575, Canadian Labour Congress (L.G., Feb., p. 177) was fully constituted in January with the appointment of His Honour Judge J. C. Anderson, Belleville, as Chairman. Judge Anderson was appointed on the joint recommendation of the other two members, George Ferguson, Q.C., and William Black, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

#### Board Report Received during Month

Polymer Corporation, Sarnia, and Oil, Chemical and Atomic Workers International Union, Local 16-14 (L.G., Oct. 1958, p. 1142). The text of the report is reproduced below.

## Settlements Reached following Board Procedure

1. The Owen Sound Transportation Company Limited and Seafarers' International Union of North America, Canadian District (L.G., Sept. 1958, p. 988).

2. Westward Shipping Limited (MV *Britamerican*) and Seafarers' International Union of North America, Canadian District (L.G., July 1958, p. 763).

3. Shell Canadian Tankers Limited (MV *Western Shell*), National Association of Marine Engineers of Canada, Inc., and Canadian Merchant Service Guild, Inc. (L.G., June 1958, p. 631).

4. Westward Shipping Limited (MV *Standard Service*, MV *B.C. Standard*) and Seafarers' International Union of North America, Canadian District (L.G., Jan. 1958, p. 70).

5. Shell Canadian Tankers Limited (MV *Western Shell*) and Seafarers' International Union of North America, Canadian District (L.G., April 1958, p. 392).

6. Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*) and National Association of Marine Engineers of Canada, Inc. (L.G., May 1958, p. 499).

7. Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*) and Canadian Merchant Service Guild, Inc. (L.G., May 1958, p. 499).

## Settlements after Government Intervention after Strike following Board Procedure

1. Canadian Pacific Railway Company (British Columbia Coast Steamship Service)

and Canadian National Steamship Company Limited and Seafarers' International Union of North America, Canadian District (L.G., Sept. 1958, p. 982). Stoppage of work occurred May 16, 1958. E. G. Taylor, Toronto, appointed Industrial Inquiry Commission, May 27. Mr. R. K. Smith, QC, appointed Administrator, July 25; steamship service resumed July 27 pending settlement of dispute. Mr. E. G. Taylor appointed Mediator by the Minister on January 21. On January 29, Mr. Taylor reported all matters in dispute had been settled.

2. Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Canadian National Railways (Pacific Coast Service) and National Association of Marine Engineers of Canada, Inc. and Canadian Merchant Service Guild, Inc. (L.G., Sept. 1958, p. 982). Stoppage of work occurred June 24, 1958. Mr. R. K. Smith, QC, appointed administrator July 25; steamship service resumed July 27 pending settlement of dispute. Mr. E. G. Taylor appointed Mediator by the Minister on January 21. On January 29, Mr. Taylor reported all matters in dispute had been settled.

## Dispute Lapsed

Imperial Oil Limited (MV *Imperial Nanaimo*, MV *Imperial Namu* and Barge No. 10) and Seafarers' International Union of North America, Canadian District (L.G., Oct. 1958, p. 1141). Union decertified as bargaining agent by Canada Labour Relations Board.

# Report of Board in Dispute between

Polymer Corporation Limited, Sarnia  
and

Oil, Chemical and Atomic Workers International Union, Local 16-14

You appointed C. H. Curtis, G. C. Richardes, QC, the company's nominee, and Gordon Milling the union's nominee, to be chairman and members respectively of a Board of Conciliation and Investigation to deal with the matter noted above.

Your Board met the parties in Sarnia on September 18, 1958, and again on November 6, 7 and 8. The parties were represented at these hearings as follows:

*For the Company:* J. W. Healy, counsel; T. J. Masters, supervisor, labour relations; W. A. Atherton, manager, industrial relations; E. W. Dill, assistant manager, industrial relations; R. Powell, assistant manager; production division; R. Adams, administra-

tive assistant, research and development division; E. Marsh, general foreman, instrument department; G. Catchpole, assistant maintenance superintendent; C. McKenzie, chief chemist.

*For the Union:* G. Hamilton, committee chairman, plant group; C. G. Palmer, international representative; T. Dillon, president of the local; J. Kimerly, committee chairman, laboratory group; T. Towler, plant committeeman; J. R. Healey, plant committeeman; J. Thomas, laboratory committeeman; B. Pruliere, laboratory committeeman; R. Prior, laboratory committeeman; U. Postill, plant committeeman; C. Pratt, plant committeeman; P. Muise, plant committeeman; T. McKenna, observer.



The board heard the submissions and arguments of the parties and explored various avenues of settlement with them both in joint and in separate meetings. The Board regrets to report that it has been unable to resolve the matters in dispute and it begs to submit the following recommendations:

1. With reference to the agreement between the company and the union covering the plant group:

1. Article 1.01—The Board recommends that the parties accept the wording of this section proposed by the union as a concise and clear statement of the purpose of the agreement.

2. Article 2.01—The Board recommends that the parties accept the following wording of this article.

The company recognizes the union as the sole collective bargaining agent for all employees at its Sarnia plant except foremen, persons above the rank of foremen, those in the Research and Development Division and the Laboratory Department of the Technical Division, security guards, and/or safety patrol men, students employed during their school vacation period, and all salaried employees.

3. Article 2.02—The union expresses concern about disputes that may arise regarding the exclusion of classification from the bargaining unit. Its original proposal was a new clause providing that such disputes might be referred to the Canada Labour Relations Board. In its final submission to the Board the union proposes instead that such disputes be dealt with as the grievance procedure provides, introducing them in writing at the third stage.

It seems to the Board that whatever right either party has to submit such questions to the Canada Labour Relations Board exists apart from any provision of the agreement. Furthermore, such a question could, in the ordinary course of events, give rise to a grievance that either party might process as the grievance procedure now provides. However, since the union is concerned about this matter, the Board recommends that it be clarified in the new agreement by the inclusion of a clause number 2.02 providing for the introduction of such disputes in writing at step 3 of the grievance procedure.

4. Article 2.03—The union proposes the deletion of Article 2.02 of the present agreement. It seems to the Board that the content of the article serves a useful purpose and that it should be retained in the new agreement and numbered 2.03.

5. Article III—The union is disposed to tidy this article up, and to extend the degree of union security. The Board recommends that the article be retained as

affording a reasonable degree of union security. However, the Board proposes that the parties amend article 3.02 to make the check-off effective after 30 calendar days of continuous employment, making it clear that the length of the probationary period is not affected by this change.

6. Article IV—It is the Board's understanding that this item was settled by the parties following the hearings except for the union's proposal that the company should pay the union's negotiating committee for time lost during negotiations. The Board recommends that the parties settle this question by including a new clause in the agreement, Section 4.04, providing that the company will pay four members of the plant committee and two members of the laboratory committee for a maximum of six days lost in connection with negotiation sessions with the company.

Article V—The union argues that there is no need for a clause setting out management functions and that this article should be deleted as extraneous and unnecessary. The company maintains that it is very important to set out management rights. In the Board's view management is correct in its insistence that management functions be specified in the agreement. The Board can see nothing in the particular form of the clause in the present agreement to cause the union concern and recommends that it be retained.

8. Article VI, Grievance Procedure—The union argues very vigorously for certain changes in grievance procedure that appear to the Board to raise rather important questions. In the first place the union objects to the provision in the present agreement (6.09) that permits an employee to take his personal grievance to his supervisor. The union is critical of the outcome of discussions between an employee and his

During January, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Polymer Corporation Limited, Sarnia, and Oil, Chemical and Atomic Workers International Union, Local 16-14.

The Board was under the Chairmanship of Prof. C. H. Curtis, Kingston, who was appointed by the Minister in the absence of a joint recommendation from the other members, G. C. Richardes, Windsor, and Gordon Milling, Toronto, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Milling. The minority report was submitted by Mr. Richardes.

The texts of the majority and minority reports are reproduced here.

supervisor. The union objects, too, that an employee who decides to approach his foreman directly and then later decides to follow the steps of the grievance procedure may find his grievance outlawed by the elapse of the 10 days mentioned in 6.07. So the union sees the possibility that the section allowing direct approach to his supervisor, 6.09, may prompt an employee to take a step that will lead to the loss of his grievance.

The union proposes that the difficulty just described should be avoided by deleting 6.09 and so requiring that an employee's grievance must be presented formally at step 1 of grievance procedure "through or with his union steward".

The union insists further that serious difficulties arise because the agreement does not give the union itself authority to initiate a grievance. The union proposes that the proper union official, presumably a steward, should have the right to introduce a grievance on behalf of the union at step 1, without the concurrence of any employee. The union submits that to deny a steward the right to file a grievance in this manner is a denial of recognition of the union as the bargaining agent.

Finally the union would change the procedure followed in discharge cases. The union would have a suspension imposed on an employee as a step preliminary to discharge, an investigation of the case by the union, and discussion with the company before the discharge is actually effective. The union submits that this procedure would put the company in a better position to review the situation and to decide either for or against the man concerned. In the union's view once a man is discharged the company is in no position to reverse the decision even when circumstances call for a reversal.

The company has insisted that the present procedure for dealing with grievances and discharge cases is, on the whole, satisfactory. The company proposed an addition to the language of step 3, but dropped its proposal as part of the agreement reached in Article VII.

It seems to the Board that the union is attempting to extend its functions as a bargaining agent beyond the point at which it can operate successfully. This criticism applies particularly to its proposals regarding discharge cases. If the employee facing possible dismissal is first suspended while the union and the company discuss his case, the union is sitting with the company in judgement on the matter. If the union plays this role conscientiously it cannot sit with the company possessed of the pre-

determined conclusion that the suspended employee is always innocent. The union will surely on occasion find that it must join with the company in discharging an employee.

If the union joins with the company in discharging an employee, how can the union then proceed with the matter to arbitration, turn around and claim the discharge improper and successfully process the employee's case?

If the joint discussions that the union proposes precede a discharge, then surely the Union must adopt one of two impossible positions. The union may take the unrealistic position that a guilty man is innocent, so that it will be able to take his case to arbitration and be logical and consistent about the whole thing. Or the union may take the realistic position that a guilty man is guilty and so deprive him of his right to be heard by a third party acting as an arbitrator.

With these considerations in mind the Board proposes that, while it may be sound to suspend an employee as a preliminary step, the actual decision to discharge him should be the company's. In fairness to the employee concerned it cannot be a joint decision of the company and the union. The union should be informed and the employee concerned should have the right to consult with the proper union official and to be accompanied by him if he is required to appear before any company official. Throughout this procedure the Union's duty is to see that the employee's case is given careful consideration. The union must emerge as an advocate prepared to see that an employee has a fair trial before an independent tribunal and prepared to defend him before that tribunal.

For the reasons stated the Board recommends that the parties revise section 6.06 to provide for suspension before discharge becomes effective. The Board recommends further that the parties review the language of the section to make sure that it provides clearly that the union will be properly informed of a suspension and pending dismissal and that the right of an employee to the services of the proper union official are clearly set out.

It seems to the Board that the union's proposals to delete the present section 6.09 that provides that an employee may submit his personal grievance to management and to include a new section 6.09 providing that the union itself may introduce a grievance at step 1 or 2 would also extend the union's activities beyond proper limits. Such a change would, on the one hand, prevent an individual employee from handling his own



affairs as he saw fit and, on the other hand, it would compel an individual employee to take his complaint processed whether he wished it taken up or not.

In the Board's view Article 6.09 should recognize that an individual has a right to take his complaint or grievance himself to his immediate supervisor and it should recognize, too, that the union is the bargaining agent. The provisions of the article should not make it easier for an employee to get what he wants through his own efforts than through the efforts of his bargaining agent. And the provisions should not enable the employee to get preferential treatment by processing his own grievance.

Accordingly the Board recommends that the article should provide that an employee may discuss his complaint or grievance with his immediate supervisor; that the settlement with his supervisor must be consistent with the provisions of the agreement; and that his grievance or complaint may be outlawed through lapse of time as Article 6.07 provides.

The Board considers that the last mentioned provision should be retained as a risk that the employee must face if he decides to submit his complaint or grievance himself to his immediate supervisor.

In the Board's view the union's proposal that the steward should proceed with a grievance at Step 1 without the concurrence of the employee affected is, in one sense, an invasion of the employee's privacy. An employee should not be compelled to grieve. On the other hand, the union is concerned about the way in which the company's treatment of one employee may affect the interests of the whole group. The union cannot stand by and quietly permit infractions of the agreement just because the employee or employees affected at the moment are not concerned about the matter. So there must be provision for the union to take up such matters with the company.

It seems to the Board that, as the union points out, Article 6.05 which deals with this matter, contains a rather inappropriate word "dispute", for Step 3 is the starting point. The Board recommends that the article be amended to read "Any matter or question arising between the company and the union regarding the administration, interpretation, etc. . . ."

The Board has not lost sight of the union's objection that Article 6.05 has been taken to apply only to union grievances as distinct from individual grievances. In the Board's view the clause has a wider meaning, sufficient to enable the union to process grievances of the sort under consideration here.

9. Article VII, Arbitration—The parties reached agreement on this article during conciliation proceedings.

10. Article VIII, No Strike. No Lockout—This article appears in the present agreement as follows: "The union agrees that during the life of the agreement there will be no strike and the company agrees that there will be no lockout."

The union proposes to add the words "authorized by the union" after the phrase "no strike". The company insists that it must have the union's undertaking that there will be no strikes at all. So the company proposes that the present clause be retained.

In the Board's view the company is quite right in stating that there is not much point in its undertaking to pay wages, recognize paid holidays, pay for vacations, etc., unless it gets not only work but uninterrupted work. However, the Board suggests that care should be taken to place the responsibility for uninterrupted work on the proper shoulders.

Certainly the union must assume its appropriate share of the responsibility to keep work going. The union is in a position to authorize and organize a strike. It is in a position, to, to stand by and allow a strike it neither authorizes nor organizes to proceed without protest. The union should undertake not to do either of these things.

But employees can strike on their own initiative, without the knowledge of the union or in spite of its protests. Moreover, some or all of such employees may be non-unionists.

Surely the union should not be held responsible for strikes carried out by non-members. But there is, certainly, something to be said for the contention that the union which accepts the responsibility of acting as bargaining agent and makes an agreement with an employer can be reasonably expected to see that its members abide by the undertaking not to strike. However, it seems to the Board more realistic to put the employees' responsibility in this matter directly on them and include in the agreement their undertaking not to strike.

Accordingly the Board recommends that the no strike, no lockout provision be as follows:

Article VIII—8.01. It is agreed that:

- (a) the union will not declare, authorize or condone a strike;
- (b) the employees bound by this agreement will not participate in a strike;
- (c) the company will not declare or cause a lockout of any employee bound by this agreement.

11. Article X, Hours of Work and Payment—The Board has examined the changes that both parties have suggested in articles 10.02 and 10.06 and fails to see the need for any of the changes proposed. The Board recommends that the parties retain the article in its present form.

The Board discussed the question of overtime with the company and with the union at some length and appreciates the difficulty they face in finding a solution of this problem as it affects the Maintenance Department.

The Board notes that the company finds it most difficult to have to search throughout the whole Maintenance Department to secure personnel for the overtime work required. Clearly one solution of the problem is to narrow the area in which the search has to be carried out. The Board notes, too, the union's objection that overtime work tends to be concentrated in some of the areas that the company proposes to establish. The union foresees, as a result, that men in some areas will get more overtime than men who are in other areas but in the same classification. The union contends that overtime should be divided as evenly as possible among men in the same classification.

It seems to the Board that the present arrangement must create some dissatisfaction among employees in the Maintenance Department. Surely men in one area who are working on some particular job tend to regard that job as theirs and they must look with some concern on the practice of assigning other employees to do overtime work on that job, even though such assignments are necessary if overtime is to be evenly divided.

The Board regrets its inability to set out a neat answer to this problem. However, the Board suggests that the parties explore the possibility of dividing the Maintenance Department into areas, but into a smaller number of areas than the company suggests in its proposals. It seems reasonable to conclude that, if the company's difficulty arises largely from the fact that it must cover the whole department to man overtime jobs, surely the difficulty would be reduced if the search covered only one-quarter of the department. However, it may be that a division of the department into four areas is not practicable. But perhaps three areas or five areas might work out.

The Board suggests further that, when the parties consider the division of the department into larger areas, they might consider, too, the possibility of defining the

areas in such a way that overtime will not tend to be concentrated in any one or two of them.

In this connection the Board understands that the parties have agreed on the provisions of 10.03(a) and 10.07(a) and that the portion just considered will be handled in a revised 10.03(b) and 10.07(b).

The Board notes the amendment the union asks for in 10.03(e) that would give day employees working overtime a paid lunch period. In the Board's view the conditions of employment of day employees differ from those of shift employees and due consideration is given to this fact in setting hours and rates of pay. The union's proposal does not recognize the pattern and the Board recommends that the union drop it.

The union asks for changes in 10.04 and 10.08 to provide for payment at the rate of double time where payment has been at the rate of time and one-half and for the payment of a premium of time and one-half over and above regular pay for regularly scheduled work on Sundays.

The union has not established that premium rates of the sort it proposes are commonly paid or that there are any special circumstances here that justify paying them. The Board recommends that the parties retain articles 10.04 and 10.08 in their present form.

12. Article XI—The present practice of recognizing nine holidays is clearly adequate in view of practice in the area. The Board recommends that it be continued.

The Board recommends that the union drop its proposal regarding 11.02(a), which is the same as its earlier proposals regarding premium rates.

With reference to article 11.02(b) subsections (ii), (iii) and (iv), the union's proposal that these subsections, particularly subsection (ii), be deleted, is, in effect, a request for an extension of the number of holidays that an employee can take. Subsection (ii) puts a penalty on the employee who decides to extend the normal single day holiday to one of three days. Such an employee loses three days' pay and may well pause to consider the wisdom of extending the holiday. With subsection (ii) deleted an employee deciding to extend his holiday faces a less difficult decision. Is a three-day holiday worth the loss of pay for a day and a half?

It seems to the Board that the union's request for the deletion of the subsections in question proceeds on the assumption that many employees do not want to and, in practice, will not work either one or both of the days adjacent to a statutory holiday,



if they can miss those days at a reasonable cost in lost pay. As a result the company's work-force might well be seriously depleted both on the day before and on the day after a holiday. Under the circumstances the union's proposal is not justifiable and the Board recommends that the parties retain 11.02(b) in its present form.

13. Article XII—The union asks for three weeks' vacation after 10 years' service rather than after 13 years' as at present.

The Board finds, on the same ground that it rejected the request for a tenth holiday, practice among a significant number of comparable employers, that the union's proposal is a reasonable one. The Board recommends that, as part of a settlement providing a two-year agreement, the parties should agree that three weeks' vacation after ten years' service will apply in the first year of the contract.

The union expresses concern about the scheduling of vacations and submits that employees frequently do not get sufficient notice of the date of their vacation. It seems to the Board that the phrase "as far as possible" in Article 12.02(a) is somewhat more vague than practical considerations justify. However, the union's proposal of an inflexible "30 days prior to the date of the first scheduled vacation" is rather too specific. The Board recommends that the parties agree to a provision in which the company undertakes to post schedules 30 days ahead of the first vacation, if possible.

14. Article XIII—The Board has reviewed proposals and the arguments of the parties with reference to 13.01.

The union's submission at one point in the discussions that its primary concern is with the seniority status of those employees presently in the bargaining unit is a reasonable and logical one. The Board recommends that the parties agree to cover that point by the inclusion of the union's clause 13.01(a) in the new agreement. The clause reads:

The seniority status and date for each employee in the bargaining unit shall be as contained in the company's posted seniority list of December 1, 1956, and as subsequently amended from time to time in accordance with Section 13.02, and subject only to changes out of any claim of mechanical or typographical error.

Then the Board recommends that provision be made for the seniority of employees who leave the bargaining unit for a position elsewhere in the company's employ. These employees should retain the seniority they acquired when in the bargaining unit and, should they return to the bargaining unit, upon that return, they should have the place on the seniority list that such retained seniority gives them. The Board

recommends that this provision be so drafted that it will apply to those who have left the bargaining unit since December 1, 1956 and to any who may leave the unit after the effective date of the new agreement.

This matter is covered, in part, by a new section that the union would include in Article 13.03. It seems to the Board that the clause belongs in Article 13.01.

There is a third group for whom provision should be made: those who left the bargaining unit before December 1, 1956, to take positions with the company, but outside the bargaining unit.

The Board has given careful consideration to the submissions of the parties with respect to this group. The Board has concluded that even though the union may be quite correct in its conviction that it dealt too generously with them when the present agreement was negotiated, it cannot, in all fairness, take from them now the seniority it recognized then. Accordingly the Board recommends that the parties draft a third section of 13.01 providing that, upon his return into the bargaining unit, an employee belonging in this group will be credited with all seniority accumulated up to the date of his leaving the bargaining unit and in addition with his service with the company, but outside the bargaining unit, from the date of his leaving the bargaining unit until December 1, 1956.

The Board recommends that the parties leave the length of the probationary period as it is, 90 calendar days.

15. Article XIV, Promotions, Job Progression and Posting—The parties have undertaken to deal themselves with parts of this article that are in dispute.

16. Articles 18.02 and 18.03—The union's request for an allowance equal to regular earnings, including shift differential, rather than excluding shift differential as the present agreement provides, is, no doubt, a small item of cost. However, it seems to the Board that the company is presently making adequate provision for employees who lose time as a result of accident and for employees who are summoned for jury duty or subpoenaed as witnesses. The Board recommends that these articles be retained as they are.

17. Article 18.04—The parties have agreed to deal themselves with the details of this that are still in dispute.

18. Article 18.05—In the Board's view the parties might well leave this article as it is. The Board so recommends.

19. Article 18.06—This article deals with two important matters: the performance of work by foremen and contracting out.

The interests of the union do not call either for the outright prohibition of work by foremen or to the outright prohibition of contracting out. The interests of the company do not require that foremen should be free to do any job, at will, or that any and every sort of work may be contracted out indiscriminately. However, it is very difficult to draft a clause that will show where the interests of one party end and the interests of the other are to be protected. What the union regards as adequate protection of its interests the company regards as an encroachment on its interests, and vice versa. It follows that any clause that is acceptable to both is necessarily rather vaguely and loosely worded. However, such a provision might work very well if it were applied with the necessary amount of give and take on the part of both parties.

In the Board's view the present Article 18.06 will probably work as well as any other. The Board suggests that the parties give serious consideration to retaining it.

#### 20. Welfare Benefits

The union asks that the pension plan as it now stands and the group insurance plan as it now stands be included in the agreement as supplements and that the company bear the full cost of both.

The union asks too for a new sick leave plan and for provision for severance pay.

In the Board's view the welfare benefits presently in effect are adequate and the union should drop its request for sick leave pay and severance pay.

The union's request that the present plans be included in the agreement seems to the Board sound, if employees are to continue to contribute to the cost of them. For it is only reasonable that employees should have a hand in formulating plans into which they are going to put their money. For that reason the Board recommends that the pension plan and the group insurance plan be included as supplements to the agreement and that the company and employees continue to share the costs as they are presently doing.

21. The Board has left with the parties the question of upgrading all 2nd assistant engineers to 1st assistant engineers and the question of the reclassification of certain employees in the plant laboratories. The Board notes the union's statement of its position of this latter question appended of its supplemental submission with reference to monetary proposals in respect of the plant only.

22. The union proposes that staff drivers and truck dispatcher and unit gaugers be included in the bargaining unit.

The Board suggests that these employees should not be included in the bargaining unit by agreement between the parties unless they have indicated their willingness to be so included. The Board suggests further that the parties might settle this matter by arranging to have some third party conduct a vote by which these employees would indicate whether or not they want to be included in the bargaining unit. The Board recommends that, if they adopt this proposal, the parties should be governed by the outcome of the vote.

#### 23. Appendix "B".

The union asks that the shift bonus be increased from 7 cents and 14 cents to 12 cents and 24 cents.

It seems to the Board that these bonuses in their present amount are quite close to the appropriate level and that a change of the size the union suggests is not warranted. The Board recommends that the shift differentials be increased to 8 cents and 16 cents.

The union asks for an increase of ten per cent in the wage rates shown on the schedule in Appendix B, for a one-year contract. The union submits that such an increase is necessary to put the company's rates in line with the rates the union negotiated in 1958 with the petroleum section of the industry and the union points to two settlements in Saskatchewan refineries as proof that such new rates have been established.

The union contends that jobs at Polymer are comparable to those in the petroleum refining industry and require the same skill and impose the same responsibilities on employees as jobs in the petroleum industry. The union then points to the rates of operators, tradesmen and labour in the petro-chemical industry in Sarnia and to the rates of these classifications in two Saskatchewan refineries in support of its contention that a 10 per cent increase is necessary to bring Polymer's rates in line.

The union submits the recently established rates in two Saskatchewan refineries and the recommendations of a board of conciliation for a settlement of a dispute at the British American Oil Company's plant at Moose Jaw as indications of the trend of rates in plants whose old rates is considered higher than Polymer's present rates.

The union submits further that some of the rates it shows are shortly to be revised, and upon their revision Polymer's rates will be even more out of line.

Then the union points to a recent settlement in the trades in Sarnia, particularly, to an increase in the boilermaker's journeyman rate from \$2.55 to \$2.70 in July with

further increases that will raise to to \$2.95 in December, 1959. The union submits that its demand for an increase of 10 per cent in the rates of tradesmen in the company's employ is a modest one in view of the increases described. The union contends that its request is a reasonable one, too, in view of the fact that tradesmen with high rates come into the plant and work beside regularly employed tradesmen who are in lower rates.

The company objects at this point that the outside tradesmen do not get the fringe benefits nor the stability of employment that Polymer's employees enjoy.

In the course of its comments on wages the union submits that the cost of living is a determinant that should be considered in arriving at the appropriate size of a wage increase and that the increasing productivity of the company is another determinant.

The company contends that its present wage rates are high. It submits the average rates paid to operators, mechanic I and labour in 18 refineries and in 12 chemical and other companies, all of which rates are lower than the corresponding rates at Polymer. Then the company submits the rates of Imperial Oil, Dow Chemical and Canadian Oil, all of Sarnia, in support of its contention that its rates compare favourably with others in the area.

The company submits that the average weekly wage of its employees in the period January to June, 1958, was \$96.76 compared with \$94.27 for the Sarnia area, \$72.29 for the chemical industry and \$93.78 for the petroleum industry.

With reference to the relation of its rates to the cost of living the company states that between January 1949 and August 1958 the Consumer Price Index rose 25 per cent while the company's average hourly rate increased by 80 per cent. Since January 1958 the price index has risen 1.45 per cent while wage rates were increased in February 3 per cent. The company concludes that its employees have received increases in wages well ahead of the increases in cost of living.

The company states that the current average hourly earning of its employees are \$2.40 and with fringe benefits \$2.74. The company expresses concern about the level of labour costs per hour that these earnings entail at their present level and greater concern about the consequences of higher wage rates.

The company submits that about 70 per cent of its output is for export, that it is feeling the competition of United States' producers in its export markets and that new plants being built in the countries

where it has normally found markets threaten to encroach on its export sales.

The company contends that if it is to retain this most important export business, it must keep its costs at a minimum in order to keep its prices down. The company concludes that these circumstances compel it to contemplate any further increase in wage rates and in the resulting costs of production with grave concern.

The Board has discussed the question of wages with the parties and the members of the Board have discussed the question among themselves very thoroughly.

The Board is satisfied that the parties are well aware of the various considerations they must bear in mind when determining what wage rates should be included in the new agreement. The parties are fully aware of the consequences of the various positions that are open to them and that they may take during the course of their discussions. Finally, the union's committee and the company's committee are competent and experienced in these matters.

Under the circumstances it seems to the Board that no good purpose would be served by introducing the views of a third party into the discussion any further than these views have been introduced up to this point. Therefore the Board is making no recommendation regarding wage rates beyond the recommendation that the parties meet and settle the question.

II. With reference to the agreement between the company and the laboratory group:

In so far as they are applicable, the recommendations regarding the plant agreement apply to the laboratory agreement.

All of which is respectfully submitted this 12th day of January 1959.

(Sgd.) C. H. CURTIS,  
*Chairman.*

(Sgd.) GORDON MILLING,  
*Member.*

#### REPORT OF UNION NOMINEE

I am pleased to concur in all but one of the recommendations in the accompanying report of the Board. Since I feel the report otherwise sets out a fair and reasonable basis of settlement for the present dispute, I have signed it on the understanding that I would express my reservation in a rider.

On Article III (relationship) the Board recommends no change except an amendment making the check-off effective after 30 calendar days of continuous employment in place of the present 90 days. This in itself is a desirable improvement, and I concur.



In addition, I believe it would make for a better atmosphere between the parties if Article III were to recognize in decisive terms the permanent nature of the collective bargaining relationship. This local union, under the present and previous affiliations, has a bargaining status of many years' standing. Some of its officers have experience in negotiating and administering contracts with this company dating back to the early 1940's. On this basis alone the union is entirely justified in seeking more than a simple maintenance of membership provision. The reluctance of the company to grant a greater degree of union security and its insistence on retaining a membership "escape period" of fifteen days, are at least unrealistic in view of these facts. At the worst, the attitude of the company can be taken to mean that it has not yet accepted the union as a necessary and integral part of its operations; that management entertains a lingering hope that at some point the employees may become estranged from the union and the bargaining relationship dissolved. Unreasonable though such a suspicion may be, the terms of Article III do little to avoid it, and a continued refusal to extend the protection afforded by this section will tend to confirm what is now only suspected.

I would therefore recommend that the parties amend Article III to provide that all employees must become and remain members of the union for the duration of the agreement. Since the law already provides for revocation of certification under certain circumstances there is no need for the fifteen-day escape period mentioned in Article III, and I would recommend that it be eliminated.

All of which is respectfully submitted this sixteenth day of January, 1959.

(Sgd.) **Gordon Milling,**  
*Member.*

#### **REPORT OF COMPANY NOMINEE**

I have had the privilege of reading the report of the chairman of the board of conciliation herein.

I am confining my comments to those matters in the chairman's report with which I most strongly disagree. There are other observations and recommendations in the report with which I do not concur but it would not appear that matters would be advanced by commenting on same.

#### **Article VIII, No Strike: No Lockout**

I can see no reason for changing the wording of the section in the agreement as it exists. It is clear and unambiguous. It is a responsibility which the union should

have no hesitation in continuing to assume so long as it remains the bargaining agent.

#### **Article XII, Vacations**

In an agreement for a longer period than one year some liberalization in the vacation plan for the second or some subsequent year might well be taken into consideration.

#### **Article XVIII, Miscellaneous**

With regard to 18.06 I recommend that the last paragraph thereof be deleted for the reasons stated in the company's brief.

#### **Welfare Benefits**

It is of the greatest importance to note that these plans are voluntary and that most of the provisions of them apply to all employees of the company. Since an employee is at liberty to remain out of the plans if he so desires I do not consider that there is any sound reason for making the plans a part of the collective bargaining agreement. The situation would be quite different if the plans were compulsory.

The effect of incorporation of the pension and insurance plan—even by reference—in the agreement could be very serious in the result and the far reaching consequences of which I do not think the Board is in a position to assess.

One of two results of the chairman's recommendation would seem to follow inevitably.

In order to settle the matter the company might find it necessary to agree to changes which, although favourable to employees represented by the union, might be unfavourable, discriminatory or unfair to employees not represented by it and yet the last mentioned employees would have no opportunity of endeavouring to protect their own interests. In those circumstances the company might find itself placed in the difficult and dual position of having to bargain not merely for the protection of its own interests but also for the protection of the interest of those employees who were not represented by the union.

The alternative would be to substitute two or more plans for the present plan. I can foresee that doing so might involve problems of a major nature, actuarially, cost-wise, etc.

Whether it be Polymer or any other company I have always considered that when such a plan—even though contributory—has been in force for many years it is not my responsibility, as one not directly involved, to make a recommendation or recommendations of a major and fundamental nature, the far reaching consequence of which cannot adequately be foreseen or assessed.

Accordingly I would suggest a provision as follows:

The company undertakes to continue to make available the current group insurance and pension benefits during the life of this agreement.

The foregoing would provide the employees with a guarantee of continuance of benefits and I regard such an undertaking by the company as reasonable.

#### **Additions to Bargaining Unit**

With regard to the question of additional categories of employees being included in the bargaining unit, it seems to me that the chairman's recommendation encroaches upon one of the most important functions of the Labour Relations Board. It would be most unusual for a company to agree to recognition of a union as bargaining agent of employees on the basis of a vote conducted by some third party. The staff drivers, truck dispatchers and unit gaugers can apply at any time to the Labour Relations Board if they so wish. If the union is certified on their behalf or if the bargain-

ing unit is enlarged by the Board to include them, whichever is the case, the company, of course, will recognize the union as acting on their behalf. I would suggest, therefore, that such employees have their remedy under the Act and that it is not the function of a conciliation board to deal with such a subject.

#### **Appendix B—Shift Differential**

The recommendations which I have made with regard to the liberalization of the vacation plan apply equally to the shift differential and I so recommend.

#### **Wages**

I agree with the review of the evidence given before the conciliation Board by the parties. I wish only to state that in my view the only conclusion which can reasonably be drawn from such evidence is that the union has failed to justify any request for a wage increase.

All of which is respectfully submitted this 19th day of January, 1959.

(Sgd.) **G. C. Richardes,**  
Member.

## **Canadian Railway Board of Adjustment No. 1 Releases Decisions in Three Recent Cases**

The Canadian Railway Board of Adjustment No. 1 has released decisions in three cases heard December 9.

The first case involved a dispute over the payment of way freight rates to mixed train crews; the second, a dispute over the dropping from service of a fireman; and the third, a request by the Railroad Telegraphers that the position of ticket clerk at a station within the Toronto Terminals Division be returned to an employee under the Telegraphers' jurisdiction.

In the first case, the Board sustained the contention of the employees but recommended that the parties to the dispute should discuss and agree on a revision of the agreement to cover the conditions under payment of way freight rates will be made.

In the second case the contention of the employees was partially sustained and in the third it was not sustained.

**Case No. 712—***Dispute between the Quebec Central Railway Company and the Brotherhood of Railroad Trainmen concerning a claim for payment of way freight rates to the crews of a mixed train service.*

A bi-weekly mixed train service was put into operation between Valley Junction and

Megantic on April 27, 1958, and the crews paid at mixed train rates. Prior to March 15, 1958, and their assignment to the bi-weekly operation, the crews of the trains used in this service had received way freight rates for handling working way cars.

In their contention the employees said that while the trains were advertised and operated as mixed trains, they also handled a regular way car that carried local way freight which was required to be loaded and unloaded by the train crews. Citing an article in the agreement that defined a mixed train, the employees contended that the rule did not provide for the handling of way freight by mixed trains, nor did it provide for local way cars to be handled by mixed trains.

The company contended that, since the trains were mixed trains, way freight rates could be paid to the crews only if they qualified under the rule in the agreement that provided that "Mixed train crews making more than five stops to take on or set out a car (or cars), or that make more than ten (10) switches en route, or a combination of seven (7) movements of such service, will be paid way freight rates for the trip." The company said there

were times when, because of low traffic volume, the crews did not qualify for way freight rates under this ruling.

The company claimed the crews had been paid correctly in accordance with the agreement.

The Board in its decision said payment of way freight rates to the crews of these two trains should be reinstated December 16, 1958.

It also stated that both parties should meet to discuss and agree on a suitable revision to the article covering conditions under which payment of way freight rates would be made.

**Case No. 713—Dispute between the Canadian National Railways (Atlantic Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning a fireman who was dropped from service and shown as "resigned without notice".**

A fireman made application for leave of absence from May 1, 1956 to November 1, 1956, in order to obtain employment with another company during the summer months, when he was usually laid off by the railway. He explained that other companies would not hire a CNR employee unless he could guarantee that he would be working for the whole summer.

The railway declined the application, pointing out that it was against company regulations to grant leave of absence for the purpose of seeking employment elsewhere, that laid-off employees were subject to a 30-day recall and that failure to report in the allotted time would result in the employee's being shown as "resigned without notice". If this happened he would lose all service with the company.

The fireman continued at work for the CNR until May 11, at which time he was granted annual leave until May 20. He failed to report back for duty.

The company eventually determined the fireman had taken another job with another company as an engineman. On August 2, the company mailed a letter to his last known address asking his reasons for being absent and informing him that it was his responsibility to protect his position when there was work available, unless he could not do so because of *bona fide* sickness.

The fireman replied by letter, dated August 13, saying that he had booked off sick on the date his vacation began because he was reporting to his doctor for a check-up. It was his doctor's orders, he said, that he should be off the job of firing a locomotive for a period of at least six months because of serious back trouble. He made

reference to a medical examination received in November 1955 at the railway's medical clinic.

The fireman supplied the company with a medical certificate issued September 17, 1956 by a doctor who stated that he had examined the fireman and found a back condition. The doctor recommended that he should do much lighter work than he was presently doing.

It was the company's opinion that the fireman had not been under a doctor's care during the period May 1956 to August 1956, and that he had taken employment with another company when work was available in his regular occupation.

The fireman was dropped from the company's service and recorded "resigned without notice" effective May 20, 1956.

In their contention the employees pointed out that the examination at the company's clinic in 1955 had shown the fireman was suffering from a sore back and it had been recommended that he be allowed to work on diesel power only. He had been employed on this type of work, the employees stated, until May 20, 1956, when business slackened and there was not enough diesel work for him to maintain his home. This, the employees argued, had resulted in his booking off on sick leave and securing temporary employment on diesel power with another company until he could secure light work with the CNR.

The employees contended that the General Chairman of the Brotherhood should have been notified and his concurrence requested before showing the fireman as "resigned without notice". They claimed this was the usual procedure.

They further argued that another fireman on the same spare board and senior to the fireman in question had been allowed to return to work in accordance with his seniority with the CNR.

The company contended that the fireman's actions, in making application for leave of absence "for the express purpose of taking remunerative work with another company," and in ignoring the advice given to him in the letter rejecting his application for leave of absence, were in contempt of its regulations.

It contended that his booking off sick was irrelevant since he did not produce evidence that he was sick and under a doctor's care, or that he was physically incapacitated from performing the normal duties of a locomotive fireman on a stoker-fired or diesel locomotive.

The fireman's actions, the company declared, were simply designed to derive the highest possible income by taking



employment as an engineman with another company instead of working with his parent company.

It pointed out that the other fireman referred to, who also had reported off duty and accepted employment elsewhere for several months, had promptly returned to work when called to do so. The fireman in question, it said, had persisted in holding his job as engineman until his discharge from that job of September 17, 1956, and it was only after this discharge that he sought to return to his job as a locomotive fireman.

The company, contending the employees' argument that the fireman had reported off on sick leave because there was not enough work available for him to maintain his home, said there had been work available for him during the period May to September 1956 that would have given him at least the same remuneration as he had received the previous winter.

There was no rule within the working agreement, the company argued, which required the company to consult with or request concurrence from the Brotherhood before showing firemen "resigned without notice". Non-concurrence by the General Chairman of the Brotherhood would not have altered the company's stand in such cases.

The company expressed the suspicion that the fireman had "set the stage" to receive compassionate consideration which would enable him to take work with another employer, at the same time maintaining employee status and accumulating seniority which he eventually could "cash in on" with the company.

The dropping of the fireman from the service did not violate or transgress any rules or understanding which the company has with the fireman's representatives.

The Board in its statement said that from the hearing it had developed that there were a number of similar cases and that the fireman should receive the same treatment extended in these cases.

The contention of the employees was sustained to the extent that the fireman be reinstated with full seniority rights unimpaired except for pass and pension rights.

**Case No. 714—***Dispute between the Canadian National Railways (Central Region) and the Order of Railroad Telegraphers concerning the abolition of three telegrapher positions at a certain station and the request to return the substituted classification to telegrapher jurisdiction.*

The Canadian National Railways abolished three positions of operator at a station

in the Toronto Terminals Division on July 3, 1957, and established a position of ticket clerk on August 1, 1957. The operator positions came within the jurisdiction of the Order of Railroad Telegraphers; the ticket clerk position, within the jurisdiction of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

The Order of Railroad Telegraphers protested the company's action and requested that the position created at the station after the abolishment of the operators' positions be advertised to Assistants under the current Telegraphers' agreement. The company refused to do so.

The Telegraphers cited the list in their current agreement with the company of the classifications covered, which included the classifications Ticket Agent, Assistant Ticket Agent, Ticket Seller, and "any other classification which may be established to perform work generally recognized as that of a telegrapher, and employees in such classification shall be considered as telegraphers within the meaning of this agreement".

A further provision was that "established positions shall not be discontinued and new ones created under a different title covering relatively the same duties and responsibilities for the purpose of reducing the rate of pay".

Refusal of the railway to advertise the position at the station to the appropriate group under the Telegraphers' agreement was a violation of the agreement, the employees contended. The large portion of the work which had previously been assigned to operators, the organization declared, still continued to be required, and the company was not justified in depriving another group of telegraphers, namely "assistants," of this work.

The company, in its contention, said the dispute was improperly before the Board of Adjustment and that the Board had no jurisdiction to make an award on the merits of the case. Essentially, it said, the dispute did not relate to the interpretation or violation of any of the provisions of the Telegraphers' agreement but rather involved a matter of work ownership between the Order of Railroad Telegraphers and the Canadian Brotherhood of Railway Employees and Other Transport Workers. It already was party to an agreement with the latter organization which made the disputed position part of the company's agreement with the Canadian Brotherhood of Railway Employees and Other Transport Workers.

(Continued on Page 285)

## LABOUR LAW

### Legal Decisions Affecting Labour

Supreme Court of Canada holds compulsory check-off valid in Quebec. Quebec Court of Queen's Bench confirms legal incapacity of a voluntary association to sue; in another case, allows appeal against decision reinstating union member

The Supreme Court of Canada, reversing decisions of the Quebec courts, ruled that a compulsory check-off provision (the Rand formula) in a collective agreement is a 'condition of labour' within the meaning of Quebec labour laws.

In Quebec, the Court of Queen's Bench dismissed the suit launched by the Montreal Joint Board, Locals 205 and 262 of the International Ladies' Garment Workers' Union, against an employee for theft of union funds, on the grounds that the Board was neither a legal entity nor trustees nor depositaries of the local unions.

In another decision the Quebec Court of Queen's Bench rejected an action launched against a local union for the reinstatement of a union member. The Court found that the local union could not be held responsible since at the time of the expulsion the union was suspended in its activities and its functions had been taken over by a committee appointed by the union's international president.

#### Supreme Court of Canada . . .

. . . rules that Rand formula for compulsory check-off of union dues is legal under laws of Quebec

On January 27, 1959, the Supreme Court of Canada by a majority (4-3) decision declared the legality of a clause in a collective agreement providing for a compulsory check-off of union dues, covering union members as well as the employees who are not members of a trade union. The Supreme Court ruled that such a provision in a collective agreement is a "*condition de travail*" within the meaning of the Quebec legislation and not prohibited by any law.

The decision reversed the ruling of the Superior Court (L.G. 1956, p. 1579) and that of the Court of Queen's Bench (L.G., July, 1958, p. 767) which had held that the Rand formula was illegal under Quebec laws.

Mr. Justice Judson rendered the majority decision, with which the Chief Justice and Justices Cartwright and Abbot concurred.

Recalling briefly the circumstances of the case, Mr. Justice Judson noted that the judgment under appeal held that clause

2.01 in the collective agreement made between *Le Syndicat Catholique des Employés de Magasins de Québec, Inc.* and *La Compagnie Paquet Limitée* was null and void.

The disputed clause reads as follows:

The employer shall withhold from the wages of each regular employee covered by this agreement a sum equal to the union dues fixed by the Syndicate for its members and shall within the first ten days of the ensuing month remit the amount so withheld to the Syndicate's authorized representative.

The union in question had been incorporated under the Professional Syndicates' Act (R.S.Q., c. 162) and duly certified as a bargaining agent under the Labour Relations Act (R.S.Q., c. 162A) by decisions of the Quebec Labour Relations Board dated December 6, 1950, and May 20, 1954. The collective agreement containing the impugned clause was dated March 24, 1955.

Immediately after the signing of the agreement, all the employees were notified in writing of the existence of the clause by a circular distributed by the company. With the week ending April 9, 1955, the company began to deduct 50 cents per week from the wages of all employees, whether members of the union or not. On April 22, 1955, a number of employees, who were almost all non-members of the union, expressed their dissent by signing the following:

I, the undersigned, hereby declare that I do not authorize the *Compagnie Paquet Limitée* to withhold from my weekly wages the sum of \$0.50 by application of the "Rand formula" from this date to the end of the present contract.

The company nevertheless continued to withhold the 50 cents per week from all employees but, instead of remitting the amounts collected from the dissenting employees, who numbered 254, deposited the money in a special bank account and notified the union of its action.

This section, prepared by the Legislative Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The union then took action in the Superior Court to claim from the company the amount collected. The Superior Court held that this compulsory check-off was null and void. This judgment was affirmed by the unanimous decision of the Court of Queen's Bench. The union appealed the judgment to the Supreme Court of Canada.

The main reason given for the rejection of the clause by the lower courts was that it was not a *condition de travail* within the meaning of the Professional Syndicates' Act and the Labour Relations Act and that, consequently, it was outside the scope of the contracting power of the union and company when they made their collective agreement.

In examining the relevant provisions of these two Acts, Mr. Justice Judson noted that the Professional Syndicates' Act, enacted in 1924, authorizes the incorporation of these associations and provides for the negotiation of collective labour agreements, which agreements are enforceable contracts. Section 21 of the Act provides that "Any agreement respecting the conditions of labour (*les conditions du travail*) not prohibited by law may form the object of a collective labour agreement." Consequently, there were only two limiting factors to the scope of a collective agreement. The terms of such an agreement must relate to conditions of labour (*conditions du travail*) and must not be prohibited by law.

The Professional Syndicates' Act did not provide for compulsory collective bargaining. This came with the Labour Relations Act in 1944, which compelled an employer to recognize as the collective representative of his employees "the representatives of any association comprising the absolute majority of his said employees and to negotiate with them, in good faith, a collective labour agreement" (s. 4).

The Labour Relations Act defines "collective agreement" as

Any arrangement respecting conditions of employment (*conditions de travail*) entered into between persons acting for one or more associations of employees, and an employer or several employers or persons acting for one or more associations of employers. (s. 2 (e)).

Section 19 (a) provides that the Act applies "to a collective agreement entered into under the Professional Syndicates' Act . . ."

Mr. Justice Judson pointed out that the Professional Syndicates' Act was enabling only, not compulsory, and the right of representation of the syndicate was confined to its members. Theoretically it was

possible to have a collective agreement under this Act which left untouched the position of employees who were not members of the syndicate. The change made by the Labour Relations Act in 1944 was profound. The collective representative with the necessary majority acquired the right of representation for all the employees, whether members or not, and the employer became obligated to negotiate in good faith with that collective representative. Failure to agree might result in conciliation proceedings and eventually in the appointment of a council of arbitration (conciliation board).

In Mr. Justice Judson's opinion, the legal problem under consideration in the case at bar would have to be determined with this compulsory aspect of the legislation in mind.

The question to be answered was why the impugned clause of the collective agreement had been considered by the courts below as not being a "*condition de travail*" and consequently beyond the proper scope of a collective agreement.

The trial judge subdivided "*conditions de travail*" into two classes, "*conditions de travail en soi*" and "*conditions de travail conventionnelles*". In doing so, he accepted the suggestion put forward in Beaulieu, *Les Conflits de Droit dans les Rapports Collectifs du Travail*. The first type of condition, he held, was a true "*condition de travail*" and could be inserted in a collective agreement without the individual assent of the employees, and the second, in his opinion, required such assent. Otherwise, it was null and void.

Mr. Justice Judson could find nothing in the legislation which would justify this subdivision.

It is obvious that one may have a collective agreement which is satisfactory to the parties without this clause. When, however, the parties have agreed upon it, it is to me just as much regulatory of the employer-employee relationship as any other clause in the agreement. It is directly concerned with the right to hire and the right to retain employment, for without accepting this term a person cannot be hired, or, if he is already an employee, cannot retain his employment. If it is a regulation of the contract of labour to this extent, and it clearly is, how can it be rejected as being something outside the authorization of the Act? A term either is or is not a "*condition de travail*". The test must be its real connection with the contract of labour, and assent or absence of assent of the individual member of the bargaining unit seem to me to be matters that have no relevancy in the determination of the question.

In the Court of Queen's Bench the disputed clause was rejected as a *condition de travail* because, it was argued, the provision was solely in the interest of the union at



the expense of the employees; it was directed against the freedom of the employer in his hiring of employees; and it in no way was concerned with the work of the employee.

In support of the validity of the clause in question, Mr. Justice Judson pointed out that the union negotiates as a compulsory statutory representative of the whole group of employees—whether members of the union or not. A compulsory check-off clause is a necessary incident of employer-employee relations and a proper concern of those who are negotiating about these relations. The clause is one that has been used in collective agreements for some considerable time and is directly concerned with the regulation of employer-employee relations. This fact prevented any judicial inference that the clause was outside the scope of the collective agreement as not being a *condition de travail*.

Further Mr. Justice Judson added:

The union is, by virtue of its incorporation under the Professional Syndicates' Act and its certification under the Labour Relations Act, the representative of all the employees in the unit for the purpose of negotiating the labour agreement. There is no room left for private negotiation between employer and employee. Certainly to the extent of the matters covered by the collective agreement, freedom of contract between master and individual servant is abrogated. The collective agreement tells the employer on what terms he must in the future conduct his master and servant relations. When this collective agreement was made, it then became the duty of the employer to modify his contracts of employment in accordance with its terms so far as the inclusion of those terms is authorized by the governing statutes. The terms of employment are defined for all employees, and whether or not they are members of the union, they are identical for all. How did this compulsory check-off of the equivalent of union dues become a term of the individual employee's contract of employment? They were told by the notice that in future this deduction would be a term of their contract of employment. They were put to their election at this point either to accept the new term or seek other employment. They made their election by continuing to work and the deductions were actually made. It is admitted that all these employees were employees at will and no question arises as to the right of the employer to make or impose new contracts or of the length of notice that may be required to bring this about. It was not within the power of the employee to insist on retaining his employment on his own terms, or on any terms other than those lawfully inserted in the collective agreement.

Mr. Justice Judson next dealt with the question of whether the compulsory withholding was prohibited by law. The trial judge held that it was unlawful with respect to non-union members on the ground that it infringed s. 17 of the Professional Syndicates' Act. Section 17 provides:

17. The members of a professional syndicate may resign voluntarily, without prejudice to the syndicate's right to claim the assessment for the three months following such resignation.

They shall not be personally liable for the debts of the Syndicate.

The Syndicate shall not claim from a member ceasing to adhere thereto the assessment of more than three months.

In Mr. Justice Judson's opinion, this section deals only with the position of members of a syndicate and limits the right of the syndicate to three months' dues from a member who resigned. If this section were not in the Act, it would be possible, by by-law, to compel payment of dues for a longer period even after resignation. The non-union employee is not affected in any way by this section. As long as he retains his employment he is subjected to a compulsory check-off of the equivalent of union dues; but if he resigns his employment, as he is free to do so at any time, he pays no more. The only effect of s. 17 is to limit the right of the union to collect dues from its members after their resignation. It does not affect the right of the parties to contract for a compulsory check-off as a condition of employment.

Next, Mr. Justice Judson dealt with the opinion expressed by the trial judge and by some judges of the Court of Queen's Bench that by virtue of the provisions of ss. 4 and 9 of the Labour Relations Act the union became a mandatory of the members of the bargaining unit and that this precluded it from inserting a provision in the collective agreement in its own interest.

Section 4 deals with the compulsory recognition of a union comprising the absolute majority of the employees, and s. 9 states that 'The Board shall issue, to every recognized association, a certificate specifying the group which it is entitled to represent.'

In Mr. Justice Judson's opinion, there was nothing in the legislation which disclosed any intention to make the law of mandate applicable to the situation contemplated by the Act. Sections 4 and 9 provide only for a legislative recognition and certification of a union as the collective representative of the employees, provided the union comprises the absolute majority of the employees. When this situation arises, the employer must negotiate and contract with the collective representative and the collective representative represents all employees, whether union members or not, not because of a contractual relation

of mandate between employees and union but because of a status conferred upon the union by the legislation.

Mr. Justice Judson added:

If the relation between employee and union were that of mandator and mandatory, the result would be that a collective agreement would be the equivalent of a bundle of individual contracts between employer and employees negotiated by the union as agent for the employees. This seems to me to be a complete misapprehension of the nature of the juridical relation involved in the collective agreement. The union contracts not as agent or mandatory but as an independent contracting party and the contract it makes with the employer binds the employer to regulate his master and servant relations according to the agreed terms...

The collective agreement is a recent development in our law and has a character all of its own. To attempt to engraft upon it the concepts embodied in the law of mandate, would, in my opinion, effectively frustrate the whole operation of the Act.

In conclusion Mr. Justice Judson ruled that the clause under consideration was a *condition de travail* within the meaning of the Quebec legislation and as such it was valid and binding and not prohibited by any law.

In his dissenting opinion Mr. Justice Taschereau (with whom Mr. Justice Locke concurred) was of the opinion that, according to the Labour Relations Act, all the employees of the Paquet Company were bound, insofar as the "conditions of labour" were concerned, by a collective agreement signed between the company and the union.

In his view, the provisions dealing with hours of work, holidays, vacations, wages, seniority rights and discharge are essentially the conditions of labour which the syndicate can stipulate for the benefit of the employees and concerning which it can bind the employer who signs a collective agreement. But he could not accept the contention that weekly check-off from the wages of a protesting employee was a *condition de travail* in the sense of law. Check-off is nothing else but a matter of the financial administration of the union and has no relation to the conditions according to which an employee should or should not work.

Check-off, Mr. Justice Taschereau added, could be a *condition de travail* on which would depend the employee's right to work. But the question arises whether such a condition was comprised within the restricted limits of Section 2 (e) of the Labour Relations Act, or of Section 21 of the Professional Syndicates' Act. He did not think so. Not all the conditions, he continued, are within statutory limits but only those which the law considers as liable to bind the dissidents. For instance, a clause stipu-

lating that only persons belonging to a particular race or religion would have the right to be employed could be, in certain respects, considered as a *condition de travail*, but no one could seriously suggest that the Legislature had ever contemplated that a union representing the employees could legally bind them by such a provision.

Further, Mr. Justice Taschereau thought that the Legislature when formulating the legislation had never intended the check-off from the wages of dissenting groups to be considered as a *condition de travail*. The original award made by Mr. Justice Rand was a compromise which the parties agreed to accept, where the "closed shop" and "union shop" were refused and a "check-off" was granted. The Rand formula, in his opinion, can only bind the parties by a consent which did not exist in the case at bar. Also, the check-off, so far as non-union members are concerned, could be authorized by a special law, if such law was applicable to the case at bar.

In conclusion, Mr. Justice Taschereau held that the check-off was not a *condition de travail* in the sense of law, and thought, like the Superior Court and the Court of Queen's Bench, that clause 2.01 of the collective agreement was *ultra vires*.

Mr. Justice Fauteux in his dissenting opinion noted that the reasons given by Mr. Justice Pratte in the Court of Appeal clearly demonstrated that the provision concerning the check-off was not a condition of labour in the sense of the legislation under consideration, and could not be an object of a collective agreement. Therefore, it should be considered invalid.

*Le Syndicat Catholique des Employés de Magasins de Québec, Inc. v. La Compagnie Paquet Ltée*, Supreme Court of Canada, January 27, 1959, unreported.

#### Quebec Court of Queen's Bench...

...rules that union, being voluntary association, has no legal capacity to sue in its own name

On June 23, 1958, the Quebec Court of Queen's Bench dismissed an appeal from a judgment of the Superior Court, and held, Chief Justice Galipeault dissenting, that the Montreal Joint Board, Locals 205 and 262 of the International Ladies' Garment Workers' Union, being only a voluntary association, had no legal capacity to sue in its own name.

Also the Court held that the suit of the Montreal Joint Board could not be brought in the name of the persons who comprised the Board because the funds stolen by an employee (which the Board sought to recover) had not been entrusted personally to the plaintiffs (appellants) by

the local unions. Moreover, since the appellants could not show that they were bound to indemnify the locals, no contract of deposit could be set up.

The circumstances of the case, as related in the reasons for judgment, were as follows:

Locals 205 and 262 of the International Ladies' Garment Workers' Union placed their funds with a voluntary association called the Montreal Joint Board. The Board invested the funds in government bonds. Charles Poirier, the bookkeeper for the Board, allegedly stole some \$14,000 of the bonds.

The members of the Montreal Joint Board, twenty-three in number, acting as administrators and trustees of Locals 205 and 262, brought a suit against Poirier, actually claiming the sum of \$14,193.34.

In support of this claim, the plaintiffs alleged that they administered the affairs of these two locals, having custody of their funds as trustees; they further stated that the defendant had stolen money and property thus held in their possession.

The Superior Court dismissed the action for several reasons.

The plaintiffs were not depositaries of the money and property stolen, and, even if they were, they had no right of action against the defendant, since they were not in this case bound to indemnify the local unions against the losses sustained by them; furthermore, they were not acting as trustees of the local unions; and, finally, Locals 205 and 262, not being legal entities, could not bring an action in their own names, nor through the plaintiffs. It was from this judgment that the appeal was taken.

Mr. Justice Martineau of the Court of Queen's Bench noted that the members of the Montreal Joint Board, the appellants in the case at bar, contended that they held the goods and money as trustees and as such were therefore legally able to recover them or their value. His Lordship rejected this contention on the ground that there was no contract of trusteeship between the Board and the local unions. There was nothing on the record that would indicate that the unions had transferred their assets to the appellants in trust. There were in this respect conflicting testimonies. One person testified that the appellants held the goods in safe-keeping, and another that they held the money as trustees. But the facts referred to were not sufficiently clear to support the claim of existence of a contract of trusteeship. Consequently, in Mr. Justice Martineau's opinion, it was impos-

sible to conclude that the appellant members of the Montreal Joint Board held these assets as trustees.

The appellants alleged that, if they were not trustees, they were at least depositaries and in this capacity they had a right to bring the action. Mr. Justice Martineau was of the opinion that the evidence in this connection was equally unclear and a contract of deposit could not be set up.

Even supposing that it could be established that the appellants were depositaries of the local unions concerned, Mr. Justice Martineau considered that they had no right to bring the action. A depositary may recover in certain cases movables held by him as deposit and stolen from him by a third party. But he cannot sue for the value of the stolen movables, as the appellants were trying to do. The object of such an action would be to recover damages from the third party for the delict or quasi-delict, and since these damages had been sustained by the owner of the movables, only he could seek recovery.

Again, the depositary would have the right to bring an action and seek recovery if he had agreed at the time of the deposit to return the movables to the owners, notwithstanding any circumstances which might arise. However, the case at bar was not one of this sort, despite allegations by the appellants to the effect that they were bound to account to the locals for the property and the money. To succeed against the respondent, the appellants would have to show that they were bound to indemnify the unions—something which they had neither alleged nor proved.

The appellant members of the Board also contended that they were agents of Local 205 and 262 and in that capacity they could bring the action. The evidence showed that the appellants were to a certain extent agents of the local unions. However, in the opinion of Mr. Justice Martineau, this fact did not entitle them to pursue a remedy which is open only to their principals. Articles 77 and 83 of the Code of Civil Procedure precluded this course of action. Also significant in this respect was the provision of Article 81 of the Code of Civil Procedure, which states that "No one can sue in another's name except that the Crown may sue through its lawful officers."

Mr. Justice Martineau was in agreement with the trial judge, who indicated that since the local unions could not sue in their collective names since they possessed no legal personality (*Society Brand Clothes Ltd. v. Amalgamated Clothing Workers*



(1931) S.C.R. 321, and *International Ladies' Garment Workers' Union v. Rothman* (1941) S.C.R. 388), and since they could not sue in the names of all their members owing to their large number, they had therefore sought to place the administration of their affairs in the hands of a restricted number of persons in order to make possible the institution of actions in these persons' names. This strategy, however, could not succeed for the reasons given above.

Mr. Justice Martineau considered therefore that the appeal should be dismissed with costs.

Mr. Justice Taschereau, while agreeing with Mr. Justice Martineau, was concerned in particular with one reason for which the action was dismissed in the lower courts, namely, the legal incapacity of 23 members of the Montreal Joint Board to sue.

In Paragraph 1 of their pleadings the appellants alleged that:

1. The plaintiffs constitute the Montreal Joint Board of Locals 205 and 262 of the International Ladies' Garment Workers Union, which are *bona fide* trade unions operating in the City and District of Montreal in the Province of Quebec, and as such the plaintiffs are charged with the administration of the said unions' affairs, and are entrusted with, and act as trustees of the funds of said unions;

Further, the appellants stated:

Since, therefore, all the members of the said Joint Board are impleaded as plaintiffs, the entire group is before the Court and for the purposes of this suit are to be treated as if appellants were a single person, with full capacity to *ester en justice* (i.e., to make an appearance).

Mr. Justice Taschereau noted that the Montreal Joint Board, under that name, received the unions' funds, invested them, and retained Poirier as their bookkeeper. Normally the action would have been brought in the name of the Montreal Joint Board, but as this Board is only a voluntary association, and not a corporation, nor a society, it could not legally appear in court (*ester en justice*). In order to overcome this difficulty, the suit was instituted in the names of individuals, endeavouring to comprise a body known as the Montreal Joint Board. This expedient would have proved successful if it could have been shown that the administration of the funds had been entrusted to them personally by the unions. The evidence showed, however, that it was the Montreal Joint Board which received the task, and the appellants, therefore, in endeavouring to appeal as they had, were usurping others' rights.

The Court therefore dismissed the Montreal Joint Board's appeal with costs. *Perreault et al. v. Poirier and Dresscutters'*

*Union, Locals 205, 262 et al. C.C.H. Canadian Labour Law Reporter, 193-12-58, par. 15,199, p. 11,589.*

### Quebec Court of Queen's Bench. . .

...allows local union's appeal against decision directing it to reinstate an expelled member

On February 21, 1958, the Quebec Court of Queen's Bench (in appeal) by a majority decision allowed a local union's appeal against the decision of the Superior Court directing the reinstatement into the union's membership of a member who was expelled by a committee nominated by the international president of the union to act in lieu of the local union.

The circumstances of the dispute, as related in the reasons for judgment, were as follows:

Tremblay was a member of Lodge St. Henri, No. 606 of the Brotherhood of Railway 'Carmen of America (*Fraternité des Wagonniers d'Amérique*). Lodge 606 is under the authority of the Grand Lodge in Kansas City. In April 1947, the international president of the Brotherhood suspended Lodge 606 and entrusted its administration to a "Council of Administration". The result was that the duly-elected officers of the Lodge were divested of their various functions.

One year later, when the suspension was still being enforced, Tremblay was accused of having violated the union's constitution. When called to appear before a special committee, he denied its powers to try his case. At a meeting called by the Council of Administration the members of the Lodge unanimously disapproved of the accusations brought against Tremblay, and challenged the powers of the Council as well. However, in spite of this expression of opinion by the members, the Council expelled Tremblay from Lodge 606 in May 1948.

In November 1948, Tremblay brought an action in the Superior Court against Lodge 606, asking for the annulment of the decision expelling him and for his reinstatement into membership. It should be noted that Lodge 606, suspended by the international president in April 1947, was reinstated in its functions by the decision of the international convention of the union held in 1949.

In September 1955, Mr. Justice Bertrand of the Superior Court accepted Tremblay's action against Lodge 606 and ordered him reinstated into the union's membership.

Lodge 606 appealed this decision. In February 1958, the Court of Queen's Bench, by a majority decision, allowed the

appeal and rejected Tremblay's action for the following reasons.

In the opinion of the Court, there was no bond of causality between the parties in the case at bar. At the time when Tremblay was expelled, Lodge 606, according to the union's constitution, was deprived of its authority and, if it was not divested of its legal personality, at least the exercise of its jurisdiction and powers had been withdrawn. The "Council of Administration" which expelled the plaintiff was neither an organ created by Lodge 606, nor did it represent Lodge 606 as its agent or mandatory; the Council was an appointee of the Grand Lodge of Kansas City to act in lieu of Lodge 606. In order to bind Lodge 606, the plaintiff would have to establish that his expulsion was a personal act of Lodge 606, resulting from an abuse of its jurisdiction. However, Lodge 606 never ordered the expulsion of the plaintiff—on the contrary, it made common cause with the plaintiff to counteract all the efforts for the expulsion made by the Grand Lodge and the appointed Council of Administration. A restraining order could be issued only against someone who was in a position to comply with it, therefore, a plea for an order to force Lodge 606 to reinstate the plaintiff in his rights of union membership could not be accepted.

Mr. Justice Rinfret in his reasons for judgment noted that, in order to link Lodge 606 with the events of May 1948 (Tremblay's expulsion from the union), one would have to accept that the Council of Administration named by the international president had the power to bind by its acts the local, Lodge 606. However, the plaintiff himself contended that the activities of the international president, of the Council of Administration and of the committee of investigation were illegal, contrary to the union's constitution, conducted without authority, and consequently null and without effect; therefore, the plaintiff himself

took the position that he was not expelled by the members of Lodge 606.

The submissions made by the plaintiff alleging illegal conduct on the part of the international president and the Council of Administration, the disregard for the procedures provided by the union's constitution as to the conduct of an investigation, the pronouncement of the decision and its execution, would point rather to the liability of the international president, the Council of Administration and the committee of investigation, but not of Lodge 606.

However, the action had not been launched against those persons but against Lodge 606, which was not linked in any way with Tremblay's expulsion and therefore could not be held responsible.

Mr. Justice Martineau in his dissenting opinion held that Tremblay had the right to bring the action against Lodge 606 in order to obtain a declaration that his expulsion was illegal and without effect, and that he was a rightful member of Lodge 606 with all the rights and privileges attached to that status.

The suspension of Lodge 606 was relative and partial, and did not divest it either of its existence or of its total capacity, particularly when legal capacity to sue and be sued was concerned. This had been shown by the fact that Lodge 606 contested the action and even appealed the judgment rendered against it.

In its defence, Lodge 606 recognized that the Council which expelled the plaintiff had the exclusive power to act in the Lodge's name and on its behalf; even if the Council taking the decision in question did not act for Lodge 606, the Lodge accepted this decision, and made it its own decision by the refusal to recognize the plaintiff's right and by contesting the action.

*Fraternité des Wagonniers d'Amérique, Loge St. Henri No. 606 v. Tremblay*, (1958) B.R. No. 9, p. 709.

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## Recent Regulations under Provincial Legislation

Alberta sets overtime rates for cooks in work camps, employees in logging and sawmills; issues first rules for apprentices in refrigeration mechanic trade

In Alberta, an order of the Board of Industrial Relations requires cooks in work camps to be paid at overtime rates after 10 hours in a day or 208 hours in a month. Another order establishes somewhat similar conditions for the logging and sawmill industry during the winter season.

Regulations under the Tradesmen's Qualification Act for the trade of internal combustion engine mechanic were revised, and the first trade rules for apprentices in the refrigeration mechanic trade were issued.

Regulations under the Manitoba Power Commission Act adopt, with some changes, the latest (seventh) edition of Part I of the Canadian Electrical Code.

### Alberta Apprenticeship Act

Regulations under the Alberta Apprenticeship Act respecting the trade of a refrigerator mechanic were gazetted on January 15 as Alta. Reg. 378/58. The trade had been declared an apprenticeable trade in 1951 but no trade rules had been issued by the Provincial Apprenticeship Board until the publication of these regulations.

In line with the usual practice, the regulations lay down requirements with respect to eligibility, term of apprenticeship, quotas, courses of study, certificates of progress, hours and minimum wages, many of which are similar to provisions in other apprenticeship rules.

To be eligible for apprenticeship in the trade of a refrigeration mechanic, an applicant must be at least 16 years of age and have completed Grade 9 or its equivalent.

The term of apprenticeship is the same as in the majority of the designated trades, four years, including the three-month probationary period, with the customary allowance for vocational or technical training or previous experience in the trade.

The ratio of apprentices to journeymen is one to one, with the usual exemption for an apprentice who is transferred temporarily to learn a branch of the trade not carried on by his employer.

The provisions requiring apprentices to attend the prescribed educational classes and employers to give the necessary practical training are the same as in other apprenticeship regulations.

Also similar is the provision which states that an apprentice refrigeration mechanic must pass the prescribed trade tests and examinations and receive a satisfactory report from his employer and the trade school before he may be granted an annual certificate of progress or a final certificate of qualification as a journeyman.

While hours are the same as for a journeyman, minimum wages are specified percentages of the prevailing journeyman's rate. During the first six months the rate is 50 per cent, increasing by 5 per cent every six months until the eighth six-month period, when the minimum wage payable is 85 per cent of the journeyman's rate.

Wage increases are automatic, the only exception being where an apprentice has failed to qualify for an annual certificate

of progress, in which case the employer, with the Board's approval, may withhold further increases until the apprentice obtain the required certificate.

### Alberta Labour Act

Two orders of the Alberta Board of Industrial Relations revising the special minimum wage order for cooks in work camps and re-instating a seasonal exemption previously granted to the sawmill industry were gazetted on December 31.

#### *Work Camps*

The revised order for cooks, night watchmen, etc., in work camps (Alta. Reg. 358/58) sets the same minimum wage (65 cents an hour) for these employees as the order issued last February (L.G., May 1958, p. 513) but changes the provisions respecting hours and overtime, effective January 15.

Instead of exempting cooks in work camps from the statutory eight hours a day and 48 hours a week but placing no limits on working hours, the new order permits these employees to work up to 10 hours in a day and 208 hours in a calendar month at straight-time rates. For all hours worked in excess of 10 in a day or 208 in a month, whichever is greater, time and one-half the regular rate must be paid. Previously, overtime was payable only for Sunday work where an employee had not received 24 consecutive hours of rest during the preceding six days.

Another new provision states that any Board authorizations to work for less than the prescribed minimum will be revoked, effective April 1, 1959. After that date cooks covered by any such agreements must be paid at least 65 cents an hour.

#### *Logging and Sawmill Industry*

The second order (Alta. Reg. 359/58) provides that persons employed in the logging and sawmill industry in rural areas more than 10 miles from any city or in places with a population of less than 1,000 may work up to nine hours in a day and 208 hours in a month for the period from December 1 each year to March 31 of the following year.

The order further provides that time and one-half the regular rate must be paid for all hours worked in excess of nine in a day or 208 in a month, whichever is greater.

A somewhat similar order applicable to sawmills and planing mills in rural areas was rescinded last March. It permitted



employees to work up to 10 hours in a day and 208 hours in a month during the winter season and required a premium rate to be paid after nine hours in a day and 208 hours in a month.

### Alberta Tradesmen's Qualification Act

The regulations under the Alberta Tradesmen's Qualification Act governing the trade of internal combustion engine mechanic were recently revised by Alberta Regulation 355/58, gazetted on December 31, 1958.

The revised regulations have a somewhat wider coverage than previously, applying to all mechanics engaged in the repair, fitting and construction of internal combustion engines, tractors and other mobile equipment used in agriculture and industry. As now defined, the trade is the same as that of "heavy duty mechanic" which was designated under the Apprenticeship Act in June 1958 (L.G. 1958, pp. 1033 and 1410). Previously, the term "internal combustion engine mechanic" meant a mechanic working on stationary internal combustion engines, tractors used in agriculture and crawler tractors.

The regulations provide, as before, for certificates of proficiency and for temporary certificates of proficiency. The latter are issued, at the discretion of the Department, to persons pending an examination or, upon failure in an examination, pending a further examination, provided the candidate has attained at least two-thirds of the required pass mark. The provision for apprentice certificates has been dropped since these certificates will now be issued under the Apprenticeship Act and Regulations. A candidate who fails to qualify for a certificate may be given an appropriate standing as an apprentice, and may then register as an apprentice and complete his training.

As before, an applicant for a certificate of proficiency as an internal combustion engine mechanic is required to have at least four years experience in the trade and to pass the prescribed examinations. In line with the change respecting apprentice certificates, the regulations provide that examinations for certificates of proficiency will now be based on the course of studies set out in the regulations under the Apprenticeship Act.

As before, the Department has discretion to issue either a certificate of proficiency or a temporary certificate of proficiency without examination to a person holding a valid certificate from another province or other approved licensing

authority. The Minister may also grant a certificate for a limited time or specified date.

Other provisions of the regulations are unchanged.

### Manitoba Power Commission Act

The Manitoba Power Commission recently revised its regulations respecting standards for electric wiring and equipment. The new regulations were gazetted on January 17 as Man. Reg. 9/59. As before, the regulations apply in any area served by the Commission or where a power project is under construction.

Instead of the sixth edition, the standards to be followed with respect to the construction, installation, maintenance and repair of wiring and equipment are those set out in the seventh edition of the Canadian Electrical Code, Part I, except where they conflict with these regulations. The regulations set out certain variations, modifications and amendments to the standards set by the Code.

Among the modifications are special requirements for hazardous locations such as paint spray rooms and booths, country bulk oil storage stations and country line grain elevators.

One such provision states that installations in spray rooms and booths must conform with special Class I requirements. However, if such places are provided with positive mechanical ventilation sufficient to prevent the formation of flammable concentrations of vapours, vapour-proof fittings and fixtures, and non-portable, totally enclosed motors, may be installed. Motors may not be located in ventilating ducts or openings.

In country bulk oil storage stations, service equipment must be installed in an approved weatherproof metal cabinet located on the exterior of the warehouse, pumphouse or office. Special wiring methods are also required.

In addition to laying down requirements with respect to wiring methods and the location of equipment in country line grain elevators, the regulations stipulate that motors used in such places must be of the totally enclosed fan-ventilated type. Supplementary safety provisions are also set out for fire alarm systems required under provincial or municipal law (excluding the City of Winnipeg).

Electricians subject to the jurisdiction of the Commission will continue to be licensed by the Electricians' Licence Board, a six-member board set up under the Electricians' Licence Act. Regulations

under this Act issued in 1957 (L.G. 1957, p. 1091) provide for three types of licences, journeymen's, limited, and special, as well as for permits authorizing house-holders to do work on their own premises.

### Quebec Industrial and Commercial Establishments Act

Amendments to the special regulations under the Quebec Industrial and Commercial Establishments Act for the protection of employees working in construction yards and trenches (L.G. 1956, p. 1293) were authorized by O.C. 1211, Part "F", gazetted on December 20, 1958.

The amendments provide that during the construction of structural steel buildings a temporary floor must be erected one floor under the one on which men are working. Previously, a temporary floor was required at least every second floor. As before, an inspector may order the immediate evacuation of all or part of a

building under construction if a temporary floor is not provided as required but it is now provided that before giving such an order the inspector must obtain the authorization of the Chief Inspector or the Assistant Chief Inspector.

The regulations stipulate that the above requirements do not apply where metal floors are laid at the time of the erection of the building.

### Quebec Pressure Vessels Act

The special regulations under the Quebec Pressure Vessels Act relating to refrigeration systems were amended by O.C. 70-I, which was gazetted on February 7.

The amendments, which are of a technical nature, were necessary because of the use of new gases as refrigerants.

Two new gases were added to the Group I classification of refrigerants, with corresponding changes in the table setting out the maximum permissible quantities of Group I refrigerants for direct systems.

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## Canadian Railway Board of Adjustment No. 1

*(Continued From Page 285)*

The company pointed out that the Canadian Brotherhood of Railway Employees and Other Transport Workers had no member status on the Board of Adjustment and was not represented at the hearing.

Therefore, the company said, any unfavourable decision rendered by the Board to which the Canadian Brotherhood of Railway Employees and Other Transport Workers was not a party would be impossible for it to implement.

The company urged the Board to dismiss the case.

The Board noted in its statement that at one time the staff at the station consisted of employees represented by the Clerks' organization; that in a staff rearrangement the Telegraphers took over a portion of the work performed by the Clerks and, as a result, the Clerks' organization was adversely affected; and that now, because of changed conditions, the work remaining at

the station does not include any work that cannot be done by clerical staff.

When this situation arose, the Board continued, the company abolished the telegraphers' positions, transferring some work performed by telegraphers to clerks. The Telegraphers had protested this arrangement, describing it as one-sided and arbitrary.

The company, the Board found, had acted in good faith, believing it had restored a previously existing situation. However, the company "might reasonably have conferred" with the organization representing the employees performing the work before action was taken, the Board said, and it recommended strongly that this policy be followed should a similar circumstance arise.

The contention of the employees, under the particular situation at the station, was not sustained.

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Initial and renewal claims for benefit in December numbered 475,155, sharply higher than in November but slightly lower than in December 1957, statistics\* show. Number of claimants also higher than month earlier, lower than year ago

The number of initial and renewal claims† for unemployment insurance benefit in December was 475,155, which was 93 per cent above the November figure of 246,568 but about 5 per cent less than the 499,213 claims filed in December 1957.

Initial claims, i.e., claims on behalf of persons who have no benefit rights, amounted to almost three quarters of the December total. The 353,571 initial claims filed during December were more than twice the 164,223 received in November. Renewal claims were up from 82,345 in November to 121,584 in December, an increase of 48 per cent.

Claimants‡ for unemployment insurance benefit at 714,954 on December 31 were slightly below the total of 744,248 on the same date last year. Males were down by about 40,000 but females increased by 10,000. These figures include seasonal benefit claimants numbering 126,923 this year and 88,892 one year ago. On November 28 claimants totalled 419,233, of whom 4,500 were identified as seasonal benefit claimants.

Claimants who established the right to seasonal benefit by virtue of taking into account fishing contributions numbered 16,911 on December 31, as against 8,203 on the same date last year.

Seasonal benefit claimants comprise a slightly higher proportion of males than do regular claimants, the proportions being 80.5 and 78.8 per cent, respectively. This

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

is due to the inclusion of fishing claimants, 99 per cent of whom are males.

Of the 431,242 decisions handed down on initial and renewal claims during December, 369,165, or 86 per cent, granted entitlement to benefit. This ratio is virtually unchanged from last year, but is 10 percentage points above the November entitlement ratio. That this is mainly due to the operation of the seasonal benefit provisions is confirmed by the sharp increase in the qualifying ratio on initial claims, from 64 per cent in November to 82 per cent in December. The qualifying ratio on removal claims for these two periods was 95 and 96 per cent, respectively.

The failure rate on initial claims processed during December this year was 15 per cent, down sharply from 30 per cent for November but virtually unchanged from December 1957. The sharp decline from November is due to the operation of the seasonal benefit provisions whereby the contribution requirements are reduced during the period December 1 to May 15. The failure rate quoted here refers to decisions handed down on *initial claims only* and does not take into account decisions on *revised claims*. Cases occur where further contributions, in existence at the time of the original computation, are subsequently discovered. If the recomputation results in establishment of a benefit period, the claim then becomes a revised claim. Such cases of subsequent establishments would tend to reduce somewhat the number of persons failing to qualify and likewise the final failure rate.

\*See Tables E-1 to E-4 at back of this issue.

†The initial claims total includes claims computed under the seasonal benefit provisions, as *all* initial claims are computed first for regular benefit, and the renewal claims total includes claims from seasonal benefit claimants.

‡A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, such cases are deemed to be "regular" until the results of the computation indicate otherwise.



The average weekly number of beneficiaries was estimated at 371,100 for December, 262,500 for November and 369,000 for December one year ago.

Benefit payments increased rather sharply (by 59 per cent) during December, when they amounted to \$33,500,000 compared with \$21,000,000 during November, but were only 5 per cent higher than the \$32,000,000 paid out in December last year.

The average weekly payment was \$21.53 for December, \$21.19 for November and \$21.63 for December 1957.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for December show that insurance books or contribution cards have been issued to 4,687,444 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1958.

At December 31 employers registered numbered 314,300, an increase of 1,667 since November 30.

### Enforcement Statistics

During December 1958, investigations conducted by enforcement officers across Canada numbered 5,258. Of these, 3,545 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 86 were miscellaneous investigations. The remaining 1,627 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 109 cases, 38 against employers and 71 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,042\*.

### Unemployment Insurance Fund

Revenue received in December totalled \$17,013,284.32 compared with \$19,045,678.09 in November and \$21,936,826.43 in December 1957. Benefits paid in December totalled \$33,530,160.00 compared with \$21,099,485.80 in November and \$31,907,823.27 in December 1957. The balance in the fund on December 31 was \$625,363,366.21; on November 30 it was \$641,880,241.89 and on December 31, 1957, \$877,470,144.39.

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## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB-1606, December 29, 1958

**Summary of the Main Facts:** The appeal in respect of the claimant, who filed an application for benefit on March 4, 1958, has been lodged by the interested union as a test case affecting approximately 20 other claimants. He had worked as a labourer for Peterson Electrical Construction Company Limited, Vancouver, B.C., from May 1955 and, upon reporting for work on March 3, 1958, he and these other claimants lost their employment in the following circumstances:

According to the submissions, the three collective bargaining agreements between the Peterson Electrical Construction Company Limited, the British Columbia Electric Company Limited and Hume and Rumble Limited and the International Brotherhood of Electrical Workers, Locals 213 and 230, which terminated on July 31, 1957, were basically the same. These agreements specified the classification of workers covered thereby and labourers were included.

Negotiations between the three employers and the union began in June 1957 for new agreements. The union's demands consisted of an increase in the wage rates,

extended holidays with pay, certain changes in working conditions (such as double time, vacation overtime and inclement weather adjustments) and certain fringe benefits. No settlement having been reached, the dispute was referred to a provincial conciliation officer and subsequently to a provincial conciliation board. The union refused to accept the conciliation board's recommendation and a supervised strike vote was called by the union. The vote resulted in favour of strike action and at 8.00 a.m. on March 3, 1958, the union called a strike and picketed the employers' premises.

The strike affected all outside electrical construction of the employers involved on the British Columbia mainland and on Vancouver Island. Approximately 1,200 outside electrical workers, employed by the three struck employers, went on strike, causing a complete stoppage of all outside construction work. The inside electrical workers crossed the picket lines and continued with their employment.

On the evidence before him, the insurance officer was of the opinion that the claimant

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\*These do not necessarily relate to the investigations conducted during this period.

had lost his employment by reason of a stoppage of work due to a labour dispute at the premises at which he was employed and, therefore, disqualified him from receipt of benefit for the duration of the said stoppage (section 63 of the Act). The claimant appealed to a board of referees.

The Board of referees heard the case in Vancouver on May 22, 1958. The claimant was not present at the hearing, although five other appellants attended in addition to the union's legal adviser, its business agent and the regional claims officer of the Commission. According to the transcript of the evidence taken during the course of the hearing, the union's legal adviser stated, among other things, that there was "no question of labourers refusing to cross the picket line. On the morning of the strike the labourers reported for work; they asked for work; were ready, willing and capable for work. It was the company that laid them off." In that connection, the record shows that the employer was requested by telephone to explain the reason given for separation and stated that since the labourers could not continue digging post holes for the power line under construction, he considered they were laid off because of lack of work.

According to the transcript of the evidence also, it was argued at the hearing by the union's legal adviser that a wartime order still in force (P.C. 1003) specifically excepted labourers from the bargaining unit set up for the other workers of Peterson Electrical Construction Company Limited (but not the labourers employed by the other two companies involved), although the labourers of the Peterson Electrical Construction Company Limited were covered in both the old and the new bargaining agreements (this having been done by "private arrangements" between this employer and the union 'for convenience to the parties').

The board, by a unanimous decision, disallowed the appeal. In so doing, the board stated they were informed that labourers who were members of the union had, by constitution, no voice in bargaining; that labourer-members were not entitled to strike pay, nor were they given the opportunity to become paid picketers. The board felt, however, that notwithstanding all this, as dues-paying members, they were bound by their officers' decisions. The board observed also that the labourer-members were eligible for pensions and that they received an increase in pay by decision of the Judge arbitrating the dispute.

The submissions further reveal that there was a full resumption of work at the company's premises on March 28, 1958, that the disqualification was terminated on March 27, 1958, and that pending final settlement of the wage question by arbitration, the labourers received an interim increase of 8 cents an hour from \$1.76 to \$1.84, and a final further increase of 5 cents effective August 1, 1958.

The interested union appealed to the Umpire on July 7, 1958, and merely stated that the claimant was not participating in or financing or directly interested in the labour dispute that caused the stoppage of work.

As the information contained in the records was not entirely clear, the Umpire requested that a more complete summary of the facts be prepared by an officer of the Commission and that a copy of such summary be sent to the interested union with a covering letter to the effect that if it had any comments to make regarding the correctness of the information contained therein, such be included in a statement of observations and representations and submitted to the Umpire within ten days of the date of the Commission's letter. A copy of the summary was sent to the union by the Commission on November 26, 1958. As the union made no reply, it is to be assumed that it had no comments to make regarding the correctness of the information.

**Considerations and Conclusions:** "Lack of work" was put forward by the employer as the reason for "laying off" the claimant and those associated with him in the present appeal. Actually, the claimants' loss of employment cannot properly come under that heading as the records reveal that but for the stoppage of work due to the labour dispute then in progress at the premises at which the claimants were employed, work could have been performed by them on March 3, 1958, and thereafter. That work in the nature of digging post holes was not lacking on the above-mentioned date is borne out by the union's legal adviser, who observed at the hearing before the board of referees that it was not absolutely essential that the labourers be laid off at the commencement of the strike and that it would not have adversely affected the employer's operations if the said labourers had continued with their work.

The claimants' "layoff," therefore, has all the characteristics of an incident which would not have occurred but for the dispute, and the alleged lack of work must consequently be considered to be part and

parcel of the stoppage of work attributable to the labour dispute. Therefore, the point at issue reduces itself to the question of whether the claimants' loss of employment warranted a disqualification under subsection (1) of section 63 of the Act because they had failed to fulfil any one of the six relieving conditions laid down in subsection (2) of that section. In this latter respect, section 63 (2) reads in part as follows:

- (2) An insured person is not disqualified under this section if he proves that
  - (a) he is not... directly interested in the labour dispute that caused the stoppage of work, and
  - (b) he does not belong to a grade or class of workers that, immediately before the commencement of the stoppage, included members who were employed at the premises at which the stoppage is taking place and are... directly interested in the dispute.

In order to bring themselves within the provisions of (a) and (b) in the present case, the claimants had to show, *inter alia*, that their "terms or conditions of employment" (to use the exact words of the definition of a labour dispute given in section 2 (j) of the Act) were not points at issue between the parties to the labour dispute.

The evidence before me shows, first of all, that the wartime order which allegedly removed labourers of the claimants' grade from belonging to the same class as the other employees who were members of the bargaining unit herein concerned was in fact, if perhaps not in law, wiped out and superseded by "private arrangements" which had the effect of restoring the *status quo ante*, thus making them once more members of the class to which they previously belonged. The evidence shows also that the points at issue in the dispute between the parties were: an increase in the wage rates, extended holidays with pay, certain changes in working conditions and certain fringe benefits. Accordingly it appears beyond the shadow of a doubt that the "terms or conditions of employment" of all the employees who were covered as explained above by the proposed bargaining agreement stood to be affected as a class by the settlement of the labour dispute. In the light of the foregoing, I must, therefore, conclude that the claimants involved in this appeal were directly interested in the labour dispute that caused the stoppage of work and resulted in the loss of their employment on March 3, 1958, and that, as they have failed to discharge the onus of proving the contrary, the disqualification imposed under section 63 (1) of the Act must be upheld.

The fact that in this instance the labourers happened to gain by the settlement is not a vital factor, though it serves to strengthen the evidence of the claimants' direct interest in the labour dispute.

Since it is established that the claimants were directly interested in the labour dispute, it is not necessary to decide whether they have proven that they did not, personally or as members of a grade or class, finance the dispute nor participated therein. Accordingly, whether the claimants had a voice or a vote in the decision to call a strike or had not refused to cross the picket line or had not received strike pay becomes completely immaterial.

The union's appeal is disallowed.

### Decision CUB-1609, December 31, 1958

**Summary of the Main Facts:** The claimants interested in this appeal, who are reported to have had an established pattern of part-time employment as shipping clerks, truck drivers and driver's helpers, were temporary employees of the Ottawa branch of the Brewers Warehousing Company Limited and are said to have lost their employment under the following circumstances:

The collective bargaining agreement between the Brewers Warehousing Company Limited and the International Union of the United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America expired on March 31, 1958. In the said agreement, the employer recognized "the Union as the sole and exclusive bargaining agent for all its employees, within the recognized bargaining units, employed at its warehouses and retail stores..., save and except office staff, and persons of a supervisory capacity such as Foreman or Manager, those above the rank of Foreman or Manager, having authority to employ or discharge or discipline employees".

Negotiations between the two parties for a renewal of the agreement and the assistance of a provincial conciliation board failed to effect a settlement. There were several main issues involved in the negotiations and, according to the records, the non-monetary ones had taken precedence over the question of the general wage increases the Union was seeking. One of the Union's demands was a change in the hiring practices with regard to temporary employees (section 3.2 of the old bargaining agreement and section 3.03 of the proposed agreement). The change mainly consisted in that a temporary employee who would perform, as from the date of the signing of the proposed agreement, a total of 1,056 hours of work during a



period of 12 consecutive months would be presumed "to have acquired the necessary experience and/or job qualifications" to apply for permanent employment, whereas under the previous agreement a temporary employee could not acquire a permanent status before having qualified for and worked as a probationary employee. With respect to wages, the proposed agreement (Appendix "A", Rates for "Temporary Employees"), included a Union's demand for an increase of 20 cents an hour "effective on signing" and for an additional increase of 5 cents an hour "effective one year later" in favour of all the four "groups" of temporary employees.

As a consequence of the parties' failure to effect a settlement, on August 7, 1958, the Union called a strike of its members at the Company's 270 outlets and warehouses in the province of Ontario, thereby causing, virtually, a complete stoppage of work at 2.00 p.m. on August 9, 1958, at the Company's premises in Ottawa and district where the Union established picket lines. The claimants interested in this appeal, who had to report every day at their place of employment to ascertain if there was work for them, did not report as usual after the commencement of the strike on the assumption that if the employer had wanted them to work, he would have notified them at their home.

The records show that, even though the temporary employees of the Company are not members of the Union, under the union security clause of the bargaining agreement a 4-cent-an-hour compulsory deduction is made from their wages as union dues.

The claimants filed applications for benefit. The insurance officer, who was of the opinion that they had lost their employment by reason of a stoppage of work due to a labour dispute at the premises at which they were employed, disqualified them for the duration of the stoppage (section 63 of the Act).

The claimants appealed to a board of referees, which heard the case in Ottawa on October 9, 1958. Those who attended the hearing and gave evidence were two claimants and a representative of the said Union.

The board, by a unanimous decision, allowed the appeals on the ground that, even though it had been established by the claimants' and their representative's admission that they had lost their employment by reason of a stoppage of work attributable to a labour dispute, the evidence indicated that they fulfilled the relieving conditions laid down in subsection (2) of section 63 of the Act with respect to having,

personally or as members of a grade or class of workers, financed the labour dispute, participated or having had a direct interest therein.

The board based their conclusion on the findings of fact that the union members on strike received strike pay whereas the claimants did not; that these temporary employees must report every day at their respective place of employment and are hired on the spot, whereas such requirement does not apply to permanent employees; that prior to the strike, the claimants received a rate of pay of \$1.65 an hour and even though the strike had ended they still received the same rate of pay; that the temporary employees had had no voice in the permanent employees' decision to strike; that they were not accorded hospitalization and other benefits granted to permanent employees; that the permanent employees receive promotions and have security which was not so in regard to the temporary employees.

The board also took cognizance of a statement made by one of the claimants at the hearing, namely, that he was classed as a temporary employee regardless of the type of work he performed, for instance one day he might drive a truck, the following day maybe he would be assigned to work in a Company's retail store as a counter clerk and the next day he might work in the warehouse, which all tended to further show that he was just a temporary employee with no classification.

The insurance officer appealed to the Umpire chiefly on the grounds that temporary employees were covered by the old bargaining agreement and are also covered by the new agreement and that, in the oral evidence given before the board, it was definitely stated that the temporary employees received no increase in pay as a result of the new agreement, whereas additional evidence showed that, as proof the temporary employees had a direct interest in the labour dispute, provision is made in the new agreement whereby effective from September 29, 1958, these employees would receive an increase in wages of 5 cents an hour and further increases of 10 cents and 12 cents an hour to take effect on September 28, 1959, and October 3, 1960, respectively.

**Considerations and Conclusions:** On the facts before me, I agree with the unanimous finding of the board of referees that the claimant and those interested with him in this appeal have lost their employment by reason of a stoppage of work attributable to a labour dispute at the premises at which

*(Continued on page 305)*

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during January

### Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 193 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 139 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited .....	1	\$ 66,317.00
Defence Production .....	84	443,247.00
Post Office .....	17	176,043.46
R.C.M.P. ....	1	10,833.20

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made During January

During January the sum of \$3,144.66 was collected from 8 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 113 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during January

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Near Rapid City Man:* Swanson Construction Co Ltd, construction of timber & steel highway bridge across the Minnedosa River, Rivers Dam project. *near Broderick Sask:* Taylor Bros. construction of north access road, South Saskatchewan River Dam project. *near Outlook Sask:* Smith Bros & Wilson Ltd, construction of Headquarters Bldgs. South Saskatchewan River Dam project; The Foundation Co of Canada Ltd, construction of bridge substructure, South Saskatchewan River Dam project. *Saskatoon Sask:* W C Wells Construction Co Ltd, construction of Soils Mechanics & Materials Laboratory bldg.

### Central Mortgage and Housing Corporation

*Greenwood N S:* Nova Scotia Light & Power Co, construction of electrical distribution system. *Aylmer Que:* Roscoe Alcorn, \*general maintenance & repairs. *Ottawa Ont:* B J Normand, \*lathing & plastering repairs, Strathcona Heights; J C Robinson, \*electrical repairs, Strathcona Heights & Merivale Road; Raymond Albert, \*heating & plumbing repairs, Strathcona Heights & Merivale Road; Aero-Dyne Engineering Co Ltd, \*refrigeration repairs, Strathcona Heights.

### Department of Citizenship and Immigration

*Shubenacadie Indian Agency N S:* Atlantic Bridge Co Ltd, installation of dishwashing unit, Shubenacadie IRS. *Abitibi Indian Agency Que:* Turcotte Lumber (Val d'Or) Ltd, alterations to balconies, Amos IRS. *Norway House Indian Agency Man:* Electric Shop (Flin Flon) Ltd, electrical wiring & construction of power line, Nickaway Indian day school. *Portage la Prairie Indian Agency Man:* Bird Construction Co Ltd, erection of prefabricated one classroom day school, Roseau River Reserve; Bird Construction Co Ltd, erection of prefabricated one classroom day school, Roseau River Reserve. *Meadow Lake Indian Agency Sask:* Bodard's Ltd, construction of water supply system & water treatment plant installation at Onion Lake IRS. *Pelly Indian Agency Sask:* Finnie's Plumbing & Heating, addition to heating system, St Philip's IRS. *Blackfoot Indian Agency Alta:* Engineered Bldgs (Calgary) Ltd, erection of prefabricated two classroom unit, Crowfoot IRS. *Stony-Sarcee Indian Agency Alta:* Engineered Bldgs (Calgary) Ltd, erection of prefabricated two classroom day school, Morley IRS. *Cowichan Indian Agency B C:* Moore Electric, installation of laundry equipment, Kuper Island IRS. *Fort St John Indian Agency B C:* Dyke Construction Ltd, erection of prefabricated portable school bldg, Fort Nelson. *Kamloops Indian Agency B C:* Gordon Latham Ltd, improvements to laundry boiler & hot water facilities, Kamloops IRS. *Vancouver Indian Agency B C:* McGinnis Bros, construction of Homalco two classroom Indian day school with teachers' quarters. *Yukon Indian Agency Y T:* Whitehorse Construction, reshingling, painting, etc, Lower Post IRS.



## Defence Construction (1951) Limited

*Greenwood N S*: Cameron Contracting Ltd, construction of control tower, RCAF Station. *Halifax N S*: Fundy Construction Co Ltd, construction of extension to bending & annealing shop, HMC Dockyard; L G & M H Smith Ltd, repairs to Jetty Zero (Approach Section), HMC Dockyard. *Coverdale N B*: E P Electric Products Co Ltd, supply & installation of antenna ground radials, etc, HMCS "Coverdale". *Renous N B*: Diamond Construction (1955) Ltd, construction of heavy traversed laboratories, RCN Magazine. *Valcartier Que*: Cimota Construction Corp Ltd, erection & finishing of prefabricated steel garage, etc. *Camp Borden Ont*: Barclay Construction Ltd, construction of nursing sisters quarters, bldg No E179. *Trenton Ont*: Donald McLaren Ltd, construction of standard control tower & outside services, RCAF Station. *Rivers Man*: Bluebird Painting & Decorating Co Ltd, interior painting of PMQ units, CJATC. *Moose Jaw Sask*: P W Graham & Sons Ltd, construction of bldg to house UHF transmitter & receiver, RCAF Station. *Cold Lake Alta*: Poole Construction Co Ltd, construction of Arctic tower & access road, RCAF Station. *Chilliwack B C*: Beaver Construction Co Ltd, construction of medical equipment depot & inflammable stores bldg.

## Building and Maintenance

*Greenwood N S*: Powers Bros Ltd, supply & installation of exhaust system for officers mess, combined mess & hospital kitchen, RCAF Station. *Barriefield Ont*: McGinnis & O'Connor Ltd, resurfacing of roads, etc, PMQ area; Cardinal Painting & Decorating Co Ltd, interior painting of bldgs; The Holdcroft Construction Co Ltd, renewal of sanitary sewers. *Clinton Ont*: Brant Construction Co Ltd, interior painting of PMQ's, RCAF Station. *Kingston Ont*: Colt Contracting Co Ltd, restoration of Fort Frederick Towers, RMC. *Winnipeg Man*: Halls Associates (Western) Ltd, resurfacing of mastic floor, Minto Armoury. *Cold Lake Alta*: J Mason & Sons Ltd, interior painting of PMQ's & Athabaska school.

## Department of Defence Production

*Greenwood N S*: G W Sampson, interior painting of PMQ's, RCAF Station. *Halifax N S*: Alex L Grant, interior painting of bldgs, Headquarters Eastern Command. *Bagotville Que*: Adelard Drolet, repainting interior of barrack block No 60, RCAF Station. *St Sylvestre Que*: Alidor Bergeron, completing interior finish of CE extension, RCAF Station. *Rockcliffe Ont*: National Roofing & Waterproofing Ltd, reroofing garages, RCAF Station. *Regina Sask*: Leslie's Painting & Decorating, interior painting, Armoury. *Edmonton Alta*: McCready & Campbell Ltd, application of acoustic material, Griesbach Barracks. *Sea Island B C*: Smith & Co, reroofing of various bldgs, RCAF Station.

## National Harbours Board

*Montreal Que*: Canadian Bridge Division of Dominion Steel & Coal Corp Ltd, construction of catwalks & access catwalks along downstream cable route under Jacques Cartier Bridge roadway; J P Cartier Ltd, construction of superstructure of administration bldg & Toll Plaza, Jacques Cartier Bridge; McNamara (Quebec) Ltd, construction of pier, section 54 to 56; Canadian Erectors Ltd, installation of motorizing winches for boat spouts at Galleries 6 & 7, Elevator B, & Gallery 554, Elevator No 3. *Vancouver B C*: General Construction Co Ltd, widening of Commissioner Street.

## Department of Northern Affairs and National Resources

*Terra Nova National Park Nfld*: T H Joyce, \*stonework, tile & plastering repairs, Superintendent's residence. *Cape Breton Highlands National Park N S*: Angel Mfg & Supply Co Ltd, \*supply & installation of heating system & electrical wiring, No 3 bldg, Ingonish Beach. *Kootenay National Park B C*: Don Young, \*supply & installation of hot water heating system, Superintendent's residence.

## Department of Public Works

*St John's Nfld*: Trynor Construction Co Ltd, harbour improvements. *Halifax N S*: Standard Construction Co Ltd, re-arrangement of service entrance, Camp Hill Hospital. *L'Archeveque N S*: Albert McDonald, breakwater repairs. *Marion Bridge N S*: Charles E Hardy, wharf reconstruction. *New Ross N S*: Swinamers Bldg Services Ltd, construction of post office. *Trout Cove N S*: Clare Industries Ltd, construction of breakwater. *Yarmouth N S*: Kenney Construction Co Ltd, construction of storage & garage bldg, Ferry Terminal. *Fredericton N B*: Atlas Construction Co Ltd, construction of Agricultural

Research Laboratory. *Campbell's Bay Que*: R G Reinke Sons Ltd, construction of post office. *Contrecoeur Que*: Lemieux Construction Ltd, construction of post office. *Montreal Que*: Berwil Boiler & Steel Works Ltd, re-tubing boiler No 4, Postal Terminal Bldg. *St Thecle Que*: Justin Desy & Alban Trudel, construction of post office. *Hilton Beach Ont*: Ruliff Grass Construction Co Ltd, wharf repairs. *Orillia Ont*: Sir Lindsay Parkinson (Canada) Ltd, construction of wharf. *Ottawa Ont*: Allied Insulation, supply & installation of piping insulation, Centre Block, Parliament Hill; Turnbull Elevator Co Ltd, renovations to elevators, Jackson Bldg; A Lancot Construction Co Ltd, repairs to exterior cladding & openings, Jackson Bldg; A Bruce Benson Ltd, interior repairs & partitioning—Phase 2, Jackson Bldg; Hurdman Bros Ltd, moving furniture & equipment from Dept of Public Works Testing Laboratories at Tunney's Pasture to new Testing Laboratories at Riverside Drive. *Puce River Ont*: Detroit River Construction Ltd, improvements (training wall & dredging). *Timmins Ont*: Betteridge-Smith Construction Co Ltd, construction of federal bldg. *Toronto Ont*: Taylor Bros, installation of partition, acoustic ceiling, lighting, etc, Postal Station "K". *Walpole Island Ont*: George L Dillon Construction Ltd, construction of shore protection. *Windsor Ont*: Loaring Construction Co Ltd, alterations to 180 Church St, temporary post office accommodation. *Reston Man*: V J Sigurdson & Son, construction of RCMP detachment quarters. *Rivers Man*: Rivers Cabinet & Builders Supplies Ltd, addition & alterations, federal bldg. *Preeceville Sask*: Matheson Bros Ltd, construction of federal bldg. *Regina Sask*: Hipperson Construction Co Ltd, alterations to 5th & 6th floors, Motherwell Bldg. *Banff National Park Alta*: Peter Kiewit Sons of Canada Ltd, Norquay grade separation, grading, culverts, granular base prime, road mix & structure. *Banff National Park Alta & Yoho National Park B C*: Standard Gravel & Surfacing of Canada Ltd, crushing & stockpiling aggregates, Mile 0 to Mile 80, Trans-Canada Highway. *Fort Fitzgerald Alta to Bell Rock N W T*: Mannix Co Ltd, grading, culverts & base course, Mile 0 to Mile 22.7, Portage Road. *Fort Vermilion Alta*: Eric R French & Son Ltd, construction of RCMP detachment quarters. *Bella Coola B C*: Basarab Construction Co Ltd, construction of post office. *Mount Revelstoke National Park B C*: Mannix Co Ltd, construction of Silver Creek Bridge, Mile 0, TCH; Burns & Dutton Concrete & Construction Co Ltd, construction of entrance road overpass, TCH. *Nelson B C*: Imperial Builders Ltd, construction of Administration bldg, RCMP Sub-Division.

#### Contracts Containing The General Fair Wages Clause

*Grand Falls Nfld*: E J Clarke & Sons, vault repairs, federal bldg. *Meteghan River N S*: A F Theriault, construction of launch. *Pictou N S*: Ferguson Industries Ltd, repairs to Tug "Canso". *Richibucto N B*: Caissie Plumbing Electrical Supplies, drilling of well, federal bldg. *Rogersville N B*: A J Roach, interior painting of post office. *Shediac N B*: MacBeath Construction Co, alterations to federal bldg. *Baie Comeau Que*: Leon Chartron, interior painting of federal bldg. *Hull Que*: H G Francis & Sons, repairs to ducts, Printing Bureau. *Lacolle Que*: Adrien Biroux, interior painting of federal bldg. *Montreal Que*: Automatic Venetian Blind Laundry Ltd, washing of venetian blinds in various bldgs; J Vern Oatway, interior painting of Immigration bldg. *Quebec Que*: Juneau & Frere, interior decorations, Uppertown post office. *Arnprior Ont*: M Sullivan & Sons, general repairs, No 5 bldg. *Burford Ont*: Cromar Construction Ltd, alterations to screenline, federal bldg. *Islington Ont*: J H Ross Construction, installation of new screenline in post office bldg. *Ottawa Ont*: Ottawa Iron Works Ltd, repairs to elevator, Archives bldg, Sussex St; Roelofson Elevator Co Ltd, repairs to elevator, Archives bldg, Tunney's Pasture; Ottawa Bldg Maintenance Co Reg'd, painting of hallways, Norlite bldg; L Gendron & Fils, installation of plumbing, Forest Products Laboratory, Montreal Road; Louis G Fortin, alterations to Mortimer bldg; Rideau Aluminum & Steel Ltd, construction of new lockers, "B" Bldg, Cartier Square; Reuter Electric Ltd, renovation to power distribution system, Centre Block, Parliament Bldgs; Thos Gregoire, redecoration at Justice Annex, Kent St; H R Hills, construction of additional room, Old Printing Bureau. *Emerson Man*: J D Corby, installation of sewer lines, Immigration bldg. *Winnipeg Man*: Sargent Electric, electrical repairs in Customs bldg. *Prince Albert Sask*: C A Jacobson, repairs to storage space, Immigration bldg. *Regina Sask*: Lou Kennet, redecorating, old post office bldg. *Bella Bella B C*: Vancouver Pile Driving & Contracting Co Ltd, dredging. *Prince George B C*: F Drexel Co Ltd, installation of acoustic tile, federal bldg. *Vancouver B C*: General Bldg Repairs Ltd, alterations to Begg bldg.

#### The St. Lawrence Seaway Authority

*Soulanges Section Que*: Canit Construction (Quebec) Ltd, construction of bridge guards, St Louis & Valleyfield Bridges.

## Department of Transport

*Halifax N S:* Bedard-Girard Ltd, installation of airport lighting facilities, Kelly Lake Airport. *Yarmouth N S:* L E & P E Armstrong, construction of VHE omni range bldg & related work. *Cape Whittle Que:* Landry Construction Inc, construction of power house. *Grand'Mere Que:* Canots Cadorette Canoes, construction of surfboat & workboat. *Quebec Que:* Arno Electric Reg'd, construction of underground duct system & installation of cables & substation, Airport. *The Pas Man:* Bird Construction Co Ltd, construction of dwellings, hydrogen generator bldg & related work. *Cold Lake Alta:* City Construction Co Ltd, additional airport development. *Namao Alta:* Mannix Co Ltd, additional airport development. *Okanagan Falls B C:* C Seibert Co, construction of beacon bldg. *Terrace B C:* Stange Construction Co Ltd, construction of dwellings, localizer transmitter bldg, & related work. *Inuvik N W T:* Schumacher-Mackenzie (Alberta) Ltd, installation of runway lighting at Airport.

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## Calls for Minimum Wage Law for U.S. Migrant Farm Workers

The U.S. National Advisory Committee on Farm Labor has been urged by Secretary of Labor James P. Mitchell to advocate a federal minimum wage for migrant farm workers.

Mr. Mitchell says Department of Labor studies necessary for the drafting of such legislation would be ready for the second session of the present Congress.

The Committee was told by Mr. Mitchell that "the migrant farm worker will never take his place as a fully useful citizen and will never be able to successfully resist exploitation until federal legislation guarantees him a decent minimum wage upon which he can build a decent and independent life..."

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## Decisions of the Umpire

(Continued from page 300)

they were employed, but I must disagree with the board's conclusion that such claimants have successfully discharged the onus of proving that they fulfilled the relieving conditions laid down in subsection (2) of section 63 of the Act.

The records show that some of the points at issue in the labour dispute between the employer and the employees represented by their Union stood to affect, in a most definite and direct way, the working conditions of the temporary employees. The points which I have in mind are not only those which were related in a general way to the terms or conditions of employment of all the employees, whether permanent, probationary or temporary, covered by the bargaining agreement, but those which had to do only with the terms or conditions of employment of the temporary employees, such as the Union's demands for an increase of the wage rate of these employees and for a radical modification of the Union's security clauses of the bargaining agreement regarding such employees' eligibility to the status of permanent employees.

In view of the above, it is impossible to consider the temporary employees as a grade of workers distinct from the class of employees on whose behalf the Union was negotiating with the employer. I must consequently conclude that such temporary

employees were directly interested in the labour dispute that caused the stoppage of work, in the same way and to the same extent as all the other workers whose terms or conditions of employment stood to be affected by the settlement of the points at issue between the parties to the labour dispute.

My decision, therefore, is that the claimants have failed to discharge the onus of proving that they fulfilled all the relieving conditions laid down in subsection (2) of section 63 of the Act and that the disqualification imposed by the insurance officer under subsection (1) of that section must be upheld.

The fact that in this instance the temporary employees happened to gain by the settlement is not a vital factor, though it serves to strengthen the evidence of the claimants' direct interest in the labour dispute.

Since it is established that the claimants were directly interested in the labour dispute, it is not necessary to decide whether they have proven that they did not, personally or as members of a grade or class, finance the dispute or participate therein. Accordingly, whether the claimants had a voice or a vote in the decision to call a strike or had not received strike pay becomes completely immaterial.

The insurance officer's appeal is allowed.



# PRICES AND THE COST OF LIVING

## Consumer Price Index, February 1959

Declining for the third successive month, the consumer price index (1949=100) moved down, declining 0.3 per cent from 126.1 to 125.7 between the beginning of January and February. It was still two full points higher than at February 1, 1959.\*

The decrease resulted largely from a drop of almost 1 per cent in foods; the other four group indexes recorded little or no movement. The shelter and other commodities and services indexes were both unchanged, the clothing index was down moderately, and the household operation index edged up slightly.

The food index moved from 122.3 to 121.2 as lower prices were reported for a variety of items including eggs, coffee, lard, citrus fruits, and some fresh vegetables. Beef prices were down slightly on average, to register the first break in the sharp climb that has occurred in recent months. Pork prices increased slightly.

The shelter index was unchanged at 140.2 as both the rent and home-ownership components remained at January levels. The rent index, which has shown an increasing tendency to level off, was unchanged for the third successive month.

The other commodities and services index was also unchanged at 133.4 as slight price increases for pharmaceuticals, hospital rates, tobacco and personal care items were balanced by a decline in prepaid health care. This latter movement took into account a measurement of price change resulting from the recently introduced federal-provincial hospital plans.

The clothing index, as in January, reflected sale prices, particularly for a number of items of women's and children's wear, which carried the clothing component from 109.2 to 108.8.

The household operation index increased from 121.8 to 122.0 as fractionally higher prices were recorded for fuel oil, coal, and household supplies; some furniture and textile prices were up from January sale levels.

The index one year earlier (February 1958) was 123.7. Group indexes on that date were: food 119.9, shelter 136.9, cloth-

ing 108.8, household operation 120.8, and other commodities and services 129.5.

## City Consumer Price Indexes, January 1959

Consumer price indexes (1949=100) were lower in four of the ten regional cities between the beginning of December 1958 and January 1959.†

Indexes declined 0.3 per cent in both Montreal and Winnipeg, 0.2 per cent in Toronto and 0.1 per cent in Ottawa. In three cities, indexes were at higher levels: up 0.1 per cent in Saskatoon-Regina, 0.2 per cent in Vancouver and 0.4 per cent in Halifax. Halifax price changes reflected, in part, the introduction of a 3-per-cent sales tax in Nova Scotia. Indexes for St. John's, Saint John and Edmonton-Calgary were all unchanged.

Food indexes showed mixed results. Four city indexes experienced declines of 0.1 or 0.2 per cent, two indexes were unchanged and four indexes recorded increases ranging up to 0.5 per cent. The shelter indexes were unchanged in five regional cities and rose fractionally in the other five. The household operation indexes were lower in five cities, higher in four and unchanged in St. John's. Other commodities and services indexes were down in six cities, unchanged in two, and increased in the other two. Clothing indexes were lower in seven of the ten cities, unchanged in two; the Halifax index was up.

Regional consumer price index point changes between December and January were as follows: Montreal -0.4 to 126.5; Winnipeg -0.4 to 123.6; Toronto -0.2 to 128.9; Ottawa -0.1 to 126.4; Halifax +0.5 to 124.8; Vancouver +0.3 to 128.1; Saskatoon-Regina +0.1 to 122.8. St. John's, Saint John and Edmonton-Calgary remained unchanged at 122.6\*, 126.7 and 122.5 respectively.

## Wholesale Price Index, January 1959

The general wholesale index (1935-39=100) recorded a further advance in January, from 229.1 to 229.7. Five of the group indexes moved higher; the other three declined slightly.

Animal products moved from 253.7 to 255.6, wood products from 298.5 to 300.6,

\*See Table F-1 at back of book.

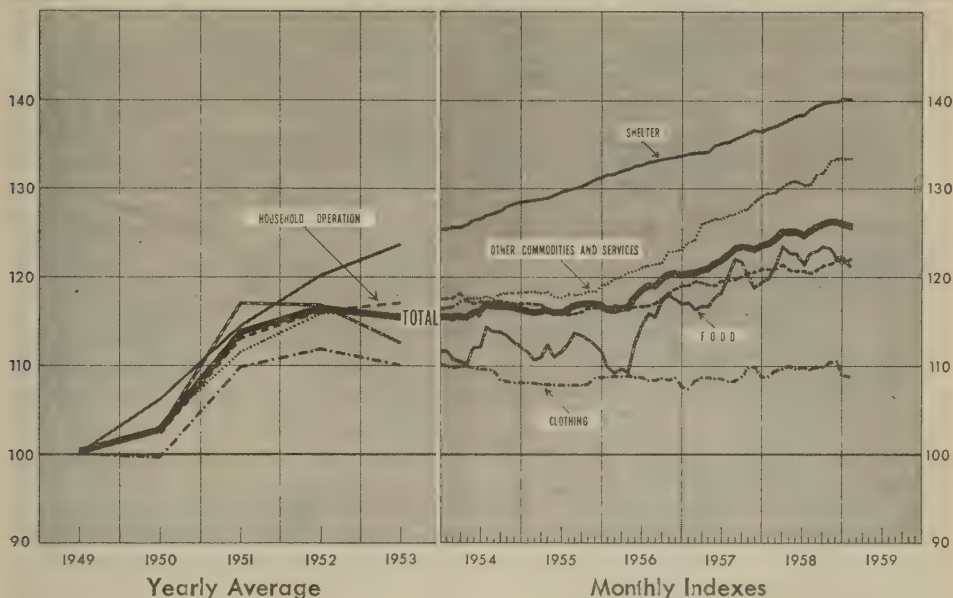
†See Table F-2 at back of book.

\*On base June 1951=100.

# CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



iron products from 255.2 to 255.4, non-metallic minerals from 188.7 to 189.0, and chemical products from 184.7 to 185.7.

Moving down were vegetable products, from 197.9 to 197.8; textile products, from 227.2 to 227.0; and non-ferrous metals, from 172.7 to 172.3.

## Wholesale Price Index, December 1958

The general wholesale index (1935-39=100) advanced a further 0.3 per cent in December, moving from 228.5 to 229.1, which is 1.3 per cent higher than December 1957. Usually the index does increase in December over November; on only three occasions since 1945 has it shown a decrease.

Four of the major groups moved higher while the remaining four declined.

The animal products group recorded the largest group increase, moving from 247.5 to 253.7, or 2.5 per cent. Plaster, coal and cement were the chief contributors to a 0.3-per-cent advance in the non-metallic minerals group, which moved from 188.2 to 188.7. Increases in explosives, drugs and pharmaceuticals, and inorganic chemicals offset lower prices for industrial gases and paint materials, resulting in a slight 0.2-per-cent rise in the chemical products group from 184.4 to 184.7. The iron products group rose a slight 0.04 per cent from 255.1 to 255.2.

The non-ferrous metals group declined for the first time since July, dropping 0.9

per cent from 174.2 to 172.7. Vegetable products moved 0.5 per cent lower, from 198.8 to 197.9; wood products 0.3 per cent from 299.3 to 298.5; and textile products 0.1 per cent from 227.4 to 227.2.

The index of Canadian farm products prices between November and December rose from 212.1 to 217.6. The advance reflected increases in the field products index from 155.2 to 156.5, and in the animal products from 269.1 to 278.7.

The eastern total index climbed from 227.2 to 235.3 and the western total from 197.0 to 199.9.

The residential building materials price index (1949=100) rose 0.2 per cent between November and December, from 127.8 to 128.0. The non-residential building materials price index also increased 0.2 per cent, from 130.7 to 131.0.

## U.S. Consumer Price Index, January 1959

The United States consumer price index (1947-49=100), after making in December its first decline since last August, rose a slight 0.1 per cent in January, from 123.7 to 123.8. The rise brought the index to within one tenth of a point of the all-time high of 123.9 reached twice in 1958, in July and November.

The U.S. index has not moved out of range of 0.3 per cent in nine months, since May 1958, when it stood at 123.6. At the beginning of 1958 the index was 122.3.

U.K. Index of Retail Prices, December 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose again between mid-November and mid-December

1958 to regain the all-time high of 110.2 previously reached in June 1958. The mid-November reading was 109.8, and that of mid-January 1958 was 108.1.

STRIKES AND LOCKOUTS

January 1959

There were 38 work stoppages in Canada during January; 14 of these stoppages started in the course of the month.\*

Although the number of work stoppages was slightly higher in January than in December, there was a substantial decline in time loss from the previous month. This was mainly due to the termination at the end of December of the Inco dispute, which had caused a considerable time loss during that month.

Among the largest stoppages in January was a strike of 1,360 woodworkers employed by the Anglo-Newfoundland Development Co. in Grand Falls, Nfld. Wages and hours were the main issues involved in this dispute, which began on December 31 and was still in progress at the end of January.

TABLE 1—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY INDUSTRY, JANUARY 1959

Industry	Number of Strikes and Lockouts	Number of Workers	Time Loss
Logging.....	3	1,772	44,575
Mining.....	2	969	970
Manufacturing.....	21	9,181	70,520
Construction.....	4	462	9,010
Transportation, Storage and Communication.....	6	1,333	33,335
Trade.....	1	8	195
Service.....	1	14	125

\*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1959 and 1958. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during January 1959. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

Another important work stoppage in January involved CBC producers in Montreal; it began late in December, idling up to 1,700 CBC employees. This dispute was not terminated at the end of January, but later press reports indicated that an agreement on terms of settlement had been reached between the CBC and the 74 producers directly involved in the stoppage. A general settlement, however, was reportedly delayed by disagreement over the conditions for return to work of members of other unions who had respected the picket line set up by the producers.

Of the 38 work stoppages in progress during January, 19 involved one hundred or more workers. Eleven of these 19 larger work stoppages had begun prior to January and eight started during the course of the month.

Among Canada's provinces, Newfoundland, with a relatively small labour force, ranked high in time loss with a total of 36,000 man-days for the month. In Ontario and Quebec the monthly total was near the 40,000 mark. In Ontario, the seven-day strike of 3,500 Chrysler Corporation employees in Windsor caused more than half the time loss in the province. In Quebec, the Montreal CBC dispute was responsible for most of the time loss. In British Columbia, where time loss amounted to 27,000 man-days for the month, a work stoppage involving approximately 1,000 employees of sawmills and logging camps, in progress since the latter part of November, was not settled until February.

TABLE 2—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY PROVINCE, JANUARY 1959

Province	Number of Strikes and Lockouts	Number of Workers	Time Loss
Newfoundland.....	2	1,402	35,695
Nova Scotia.....	2	1,045	2,335
Quebec.....	3	1,625	39,710
Ontario.....	18	7,348	45,515
Alberta.....	2	399	8,375
British Columbia.....	11	1,920	27,100



# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 126

## Arbitration, Industrial

1. AMERICAN ARBITRATION ASSOCIATION. *Procedural and Substantive Aspects of Labor-Management Arbitration*. New York, 1958? Pp. 39.

Discusses, among other things, the following: the initiation of arbitration, types of arbitration boards, selection of the arbitrator, occupational status of arbitrators, hearing days, arbitrators' study days, AAA administrative fees, most frequent grievances, discharge and other forms of discipline, seniority, job evaluation, overtime, vacations, foremen and supervisors, and pensions.

2. CUNNINGHAM, WILLIAM B. *Compulsory Conciliation and Collective Bargaining, the New Brunswick Experience*. Montreal, published jointly by the New Brunswick Department of Labour, Fredericton, N.B., and the Industrial Relations Centre, McGill University, 1958. Pp. 123.

The author examined the files of the New Brunswick Department of Labour for disputes requiring the intervention of government-appointed conciliators during the period, 1947-1956. Most of this study deals with the achievements and effects of the conciliation boards.

3. WOODS, HARRY DOUGLAS, ed. *Patterns of Industrial Dispute Settlement in Five Canadian Industries*. Contributors: D. E. Armstrong (and others) Montreal, Industrial Relations Centre, McGill University, 1958. Pp. 397.

Contents: Concepts in Labour Relations, by H. D. Woods. Third Party Intervention in the Alberta Coal Industry, 1900-1951, by D. E. Armstrong and Muriel Armstrong. Pattern of Accommodation in the Men's Garment Industry of Quebec, 1914-1954, by M. Brecher. Labor Disputes Settlement in the Construction Industry of British Columbia, 1945-1954, by S. Jamieson. Third Party Intervention in the Quebec Primary Textile Industry, 1944-1952, by M. K. Oliver. British Columbia Logging and Lumber Industry, 1946-1953, by J. R. Vaselenak. The Process of Accommodation, by H. D. Woods.

## Automation

4. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. *Auto-*

*mation and Major Technological Change; Impact on Union Size, Structure and Function. A Panel Discussion at a Conference held under the Auspices of the Industrial Union Department, AFL-CIO, April 22, 1958, Washington, D.C.* Washington, 1958. Pp. 25.

The Panel discussed "changes in the size, structure and functions of unions taking place now or likely to occur in the future and the adjustments which must be made in order to deal effectively with the problems created by such changes."

5. CONFERENCE ON AUTOMATION, PARIS, 1957. *Principal Speeches and Reports of Working Groups, Paris, 8-12 April 1957*. Paris, European Productivity Agency, O.E.E.C., n.d., 1957? Pp. 126.

Text in the original language only, except for two speeches made at the opening session which have been translated. Some of the topics discussed at the Conference on Automation were: problems raised by automation from the point of view of business and of trade unions, economic problems of automation, education for automation, social problems of automation, and industrial and managerial consequences of automation.

6. CRAIG, HAROLD FARLOW. *Administering a Conversion to Electronic Accounting; a Case Study of a Large Office*. Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1955. Pp. 24.

A case study of administering a conversion to electronic accounting in a large insurance office, with particular reference to the administrative aspects of conversion to the new accounting systems instead of the technical aspects.

## Economic Conditions

7. ADELAIDE. UNIVERSITY. SUMMER SCHOOL OF BUSINESS ADMINISTRATION. *Business and Economic Policy*. Adelaide, The Griffin Press, 1958. Pp. 43.

At head of title: Third Summer School of Business Administration. 1958.

8. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. *Labor, Big Business and Inflation*. Washington, 1958. Pp. 34.

9. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Economic Development in the Commonwealth*. Rev. ed. London, 1958. Pp. 96.

10. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Soviet Economy, 1956-1958, (Including Tables bringing up to date "Statistical Handbook of the U.S.S.R.," Studies in business economics, No. 55)* by Harry Schwartz. New York, c1958. Pp. 20.

The author is the New York Times expert on Russian affairs.

11. SONNE, HANS CHRISTIAN. *Crucial Issues in World Perspective, 1958. Report to the Annual Joint Meeting of the Board of Trustees and the Agriculture, Business, Labor and International Committees and the National Council of the National Planning Association, Washington, D.C., March 31st, 1958.* Washington, 1958. Pp. 14.

12. UNITED NATIONS. BUREAU OF ECONOMIC AFFAIRS. *Structure and Growth of Selected African Economies.* New York, 1958. Pp. 201.

Analyzes the economic structure of three territories: The Federation of Rhodesia and Nyasaland, Morocco and the Sudan.

13. YOUNG, JOHN HUMPHREY. *Canadian Commercial Policy.* Ottawa, 1957. Pp. 235.

A Study prepared for the Royal Commission on Canada's Economic Prospects. Contents: Introduction and Summary. The Development of the Canadian Tariff. The Economic Effects of the Canadian Tariff. The Structure of the Canadian Tariff. The Economic Consequences of Alternative Tariff Policies.

## Education

14. U.S. OFFICE OF EDUCATION. VOCATIONAL DIVISION. *Homemaking Education Programs for Adults.* Washington, G.P.O., 1958. Pp. 62.

"This bulletin was planned for all those in State and local departments of education who have some responsibility for developing and administering programs of adult education concerned with home and family living."

15. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Annual Report, including a Summary of the Proceedings of the Assembly of Delegates, Rome, 1958.* Washington, 1958. Pp. 70.

## Education, Vocational

16. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. *Britain's Future and Technical Education.* London, n.d., 1958? Pp. 12.

17. NATIONAL LEADERSHIP DEVELOPMENT CONFERENCE IN TRADE AND INDUSTRIAL EDUCATION. 3RD, ITHACA, NEW YORK. Washington, U.S. Dept. of Health, Education, and Welfare, Office of Education, 1958. Pp. 99.

This Conference was held to assist those who operate trade and industrial education programs at the State level.

## Efficiency, Industrial

18. EUROPEAN PRODUCTIVITY AGENCY. *Productivity in Small and Medium-Sized Enterprises; Report on a Mission to the United States.* Project No. 384. Paris, 1958. Pp. 93.

Recommendations of Mission: A need for educating small business managers in modern management techniques; Services provided by trade organizations, chambers of commerce, etc. to small business should be strengthened and improved, where necessary; American

specialists should be invited to Europe to study European small business and advise the European Productivity Agency, National Productivity Centres and other organizations on methods of promoting productivity in small business; A survey of financial problems of small business in OEEC Member Countries should be undertaken; More emphasis should be given to publicizing productivity in small business.

19. EUROPEAN PRODUCTIVITY AGENCY. *Report on the Third Meeting of Technical Information Officers held... in Rome, 19th-23rd March 1956.* Paris, O.E.E.C., 1958. Pp. 58.

Cover-title: *Technical Information Services in Europe.* Topics discussed at the Conference include: research and technical information; some special documentation services; technical information and management; technical information in large industries and public enterprises; technical information and the trade unions; and the technical press.

20. LINTERN, DEWI GWYNFRYN. *Work Measurement and Incentives,* by D. G. Lintern and R. J. S. Curtis. London, Pitman, 1958. Pp. 168.

Intended as an introductory textbook. Covers such topics as time and motion study, materials handling, fatigue, incentives, job analysis, merit rating and training.

## Employees' Benefit Plans

21. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Federal-State Regulations of Welfare Funds; Editorial Analysis; Checklists for filing Reports; Comparison of Federal and State Requirements; Text of Federal and State Laws; Conference and Committee Reports; Congressional Debate.* Washington, 1958. Pp. 136.

22. FOUNDATION ON EMPLOYEE HEALTH, MEDICAL CARE AND WELFARE. *Problems and Solutions of Health and Welfare Programs.* New York, 1957-1958. 2 Volumes.

Contents: Pt. A. Improving Value and reducing Costs. Pts. B & C. Service Benefits and How to compare Service vs. Indemnity Benefits.

23. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Employee Benefit Plans; Background Material.* Committee on Education and Labor, House of Representatives, Eighty-Fifth Congress, First Session. Washington, G.P.O., 1957. Pp. 249.

The material in this book includes: The legislative history of the present provisions of the Labor-Management Relations Act dealing with employer contributions to employee-benefit plans. The text of all State laws which might have some applicability in this area. Significant legislative proposals from 1948 through 1956 designed to amend existing law or to provide new regulations governing the establishment or administration of employee-benefit plans. A digest of all testimony as to such legislative proposals before this and other committees... The legislative history of the present Federal law providing for State regulation of the insurance industry. A summary

of previous reports and committee recommendations regarding the employment-benefit provisions of the Labor-Management Relations Act."

### Employment Offices, Public

24. INTERNATIONAL ASSOCIATION OF PERSONNEL IN EMPLOYMENT SECURITY. *Proceedings of the Forty-Fifth Annual Convention, Philadelphia, Pennsylvania, June 17, 18, 19, 20, 1958.* Louisville? 1958. Pp. 72.

25. U.S. BUREAU OF EMPLOYMENT SECURITY. *Employment Services available to Federal Agencies.* Washington, G.P.O., 1958. Pp. 8.

### Industrial Relations

26. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Do Management Attitudes determine Union-Management Relations?* By Ross Stagner. Urbana, 1955. Pp. 9.

The author concludes, among other things, that top management attitudes influence the attitudes at the rank-and-file level; that higher wage rates made for a friendlier attitude towards management at the rank-and-file level; and that union influence is usually low if management is hostile to the union.

27. SELEKMAN, BENJAMIN MORRIS. *Problems in Labor Relations*, by Benjamin M. Selekman, Sylvia Kopald Selekman and Stephen H. Fuller. 2d ed. New York, McGraw-Hill, 1958. Pp. 702.

Presents authentic cases of collective bargaining. The cases studied are in three major categories: 1. shop problems; 2. problems at the bargaining table level; and, 3. problems affecting individual companies.

### Industry—Location

The following two publications were published in Edmonton in 1958 by the Industrial Development Branch of the Alberta Department of Economic Affairs.

28. *Survey of Red Deer.* Rev. ed. Pp. 24.

29. *Survey of Wetaskiwin.* Rev. ed. Pp. 20.

### Insurance, Unemployment

30. CANADIAN LABOUR CONGRESS. *The U.I.A., its Rights and Obligations; a Handbook on the Unemployment Insurance Act as amended October 2, 1955, September 30, 1956, and November 27, 1957.* 4th ed. Ottawa, 1958. Pp. 53.

31. U.S. BUREAU OF EMPLOYMENT SECURITY. *Significant Provisions of State Unemployment Insurance Laws, August 15, 1958.* Washington, 1958. Pp. 3.

### Labour Laws and Legislation

32. PETRO, SYLVESTER. *How the NLRB repealed Taft-Hartley, with Especial Emphasis upon the Destruction of Free Employee Choice; a Study of Congressional*

*Intent and NLRB Interpretation.* Washington, Labor Policy Association, 1958. Pp. 140.

The author alleges that the rights of an employee, including the right to join or not join a union as guaranteed by the Labor Management Relations Act (The Taft-Hartley Act) of 1957, and other provisions of the Act, have not been supported by the decisions of the National Labor Relations Board.

33. U.S. NATIONAL MEDIATION BOARD. *Administration of the Railway Labor Act by the National Mediation Board, 1934-1957.* Washington, G.P.O., 1958. Pp. 103.

Contents: The Railway Labor Act today and Preceding Legislation. The National Mediation Board and its Duties. Application for Services and Rules of the National Mediation Board. National Railway Labor Panel-Railroad and Airline Wage Board. The Work of the National Mediation Board. Court Proceedings.

### Labour Organization

34. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. 'INDUSTRIAL UNION DEPARTMENT. *Proceedings, Second Constitutional Convention, Washington, D.C., October 31 and November 1, 1957.* Washington, 1958? Pp. 198.

35. BARBASH, JACK. *The Labor Movement in the United States.* 1st ed. New York, c1958. Pp. 28.

The author, Professor of Labor Education at the University of Wisconsin, was formerly Research and Educational Director, Industrial Union Department, AFL-CIO and Staff Director of the United States Senate Subcommittee on Labor and Labor Management Relations.

36. CANADIAN LABOUR CONGRESS. *Report of Proceedings, Second Convention, Winnipeg, April 21-25, 1958.* Ottawa, 1958. Pp. 138.

37. MATHUR, A. S. *Trade Union Movement in India*, by A. S. Mathur and J. S. Mathur. Allahabad, India, Chaitanya Pub. House, 1957. Pp. 303.

A history of trade union in India since 1918. Discusses such topics as trade union structure, national federations, labour laws, collective bargaining, trade unions and politics, and employers' organizations.

38. TRADES UNION CONGRESS. *Report of Proceedings at the 90th Annual Trades Union Congress held at ... Bournemouth, September 1 to 5, 1958.* London, 1958. Pp. 534.

39. VERBIN, ANDREI. *Soviet Trade Unions.* London, Soviet News, 1958? Pp. 94.

### Labour Organization—Administration

40. AMERICAN ENTERPRISE ASSOCIATION. *Labor Unions and Public Policy*, by Edward H. Chamberlin (and others). Washington, 1958. Pp. 177.

Contents: The Economic Analysis of Labor Union Power, by Edward H. Chamberlin. Involuntary Participation in Unionism, by Philip D. Bradley. State Rights and the Law of Labor Relations, by Gerard D. Reilly. Legal Immunities of Labor Unions, by Roscoe Pound.



41. SLICHTER, SUMNER H. *New Goals for the Unions*. (In *The Atlantic Monthly*, December 1958. Pp. 54-58.)

Crooked labor leaders in their cynical misuse of funds have incensed the American consumer, and the unions in too many instances have not been able to eliminate corrupt officials. Sumner H. Slichter, the noted economist, takes the long view: Will the labor leaders regain a responsible authority, without which there can be no productive cooperation in the U.S.?

### Labour Supply

42. BANCROFT, GERTRUDE. *The American Labor Force: its Growth and Changing Composition*, by Gertrude Bancroft for the Social Science Research Council in cooperation with the U.S. Dept. of Commerce, Bureau of the Census. New York, Wiley, 1958. Pp. 256.

"The work covers such topics as: the long-run and short-run changes in the labor force participation of various population groups; the contribution of part-time workers; factors deciding whether or not a second member of the family, particularly the wife, will work; and projections of the composition and size of the labor force up to 1975."

43. CLAGUE, EWAN. *Breaking the Manpower Barrier*. (Address) before the American Society of Training Directors, Washington, D.C., May 6, 1958. Washington, Dept. of Labor, 1958. Pp. 21.

The speaker forecasts a decrease in many occupations that require little preparation and a rapid increase in those occupations which require the most skill and education. He points out that the educational level is higher after World War II than it was before. He describes what the U.S. Department of Labor is doing to help improve work skills.

44. THOLE, HENRY C. *Shortages of Skilled Manpower; Implications for Kalamazoo Businessmen*. Kalamazoo, Mich., W. E. Upjohn Institute for Community Research, 1958. Pp. 55.

The author made a survey of 27 companies in 1956 to find out how the shortage of skilled workers affected employers and to determine what the companies were doing about the shortage. Metal-working firms had the most difficulty in hiring workers. Medium-size and smaller plants, employing under 500 workers, felt the shortages more than larger ones.

### Labouring Classes

45. CHAMBERLAIN, NEIL W. *Labor*. New York, McGraw-Hill, 1958. Pp. 625.

"This book originated as a series of lectures designed for an introductory course in labor." Some of the topics it touches on are labor unions, collective bargaining, union security, grievance procedures, seniority, wages and hours, pensions and supplemental unemployment benefits.

46. INTERNATIONAL COMMISSION AGAINST CONCENTRATION CAMP PRACTICES. *White Book on Forced Labour in the People's Republic of China*. Paris, Centre international d'édition et de documentation, 1957-1958. 2 Volumes.

Contents: 1. The hearings. 2. The record. A Special Investigating Commission on Forced Labour in the People's Republic of China, meeting in Brussels in April 1956, investigated complaints from the Hong Kong and Kowloon Trade Union Council, from the Chinese Federation of Labour, Taipei, and from eighty-nine Catholic missionaries who had returned from China. The Commission, which was appointed by the International Commission against Concentration Camp Practices, heard representatives of the complainants, and others.

47. JOHNSON, DOROTHY CATHERINE. *Pioneers of Reform: Cobbett, Owen, Place, Shaftesbury, Cobden, Bright*. With a preface by Sidney Webb. London, Methuen, 1929. Pp. 180.

Biographies of six English 19th century social reformers.

48. MACKINNON, JAMES. *The Social and Industrial History of Scotland from Union to the Present Time*. London, Longmans, Green, 1921. Pp. 298.

49. YEARLEY, CLIFTON K. *Britons in American Labor; a History of the Influence of the United Kingdom Immigrants on American Labor, 1820-1914*. Baltimore, Johns Hopkins Press, 1957. Pp. 332.

Describes "the impact of men and ideas from the United Kingdom upon the early modern labor and labor reform movements in the United States."

### Management

50. ALLEN, LOUIS A. *Management and Organization*. New York, McGraw-Hill, 1958. Pp. 353.

Contents: The Nature of Management. A Unified Concept of Management. What is Organization? Designing the Company Organization Structure. Divisionalization. The Process of Delegation. Better Methods of Delegation. Centralization and Decentralization. Effective Decentralization. Staff and Line Relationships. Specialized Staff. Top Management Organization. Changing the Organization Structure. Dynamics of Change.

51. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Management of Industrial Enterprises in Under-Developed Countries*. New York, 1958. Pp. 35.

"It is the conflicts between conventional management and the environmental conditions which prevail in most underdeveloped countries that the present report attempts to explore."

52. U.S. OFFICE OF EDUCATION. VOCATIONAL DIVISION. *Management Training for Small Business*. Washington, G.P.O., 1958. Pp. 52.

Contains suggestions for organizing courses in administrative management for owners and managers of small businesses.

### Older Workers

53. SOULE, GEORGE HENRY. *Longer Life*. New York, Viking Press, 1958. Pp. 151.

Points out "the fallacy of the common belief that age is necessarily associated with incapacities."

54. WELFORD, ALAN TRAVISS. *Ageing and Human Skill; a Report centred on Work by the Nuffield Unit for Research into Problems of Ageing*. London, Published for the Trustees of the Nuffield Foundation by the Oxford University Press, 1958. Pp. 300.

"This book is the final report of the Nuffield Unit for Research into Problems of Ageing, which was attached to the Psychological Laboratory at Cambridge from 1946 to 1956." The Unit sought information on the processes of ageing and on ways to assist the employment and training of people in their later years.

## Prices

55. BAIN, JOE STATEN. *Pricing, Distribution, and Employment; Economics of an Enterprise System*. Rev. ed. New York, Holt, 1953. Pp. 732.

56. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Administered Pricing: Economic and Legal Issues*. New York, c1958. Pp. 55.

"Administered price" was defined by the originator of the phrase as "a price set by someone, usually a producer or seller, and kept constant for a period of time and for a series of transactions." Contents: Introduction, by Betty Bock. What is "Administered Pricing"? By M. A. Adelman. Price Movements in Basic Growth Industry, by Irving Lipkowitz. Administered Prices in Recessions, by Jules Backman. Administered Prices and the Antitrust Laws, by H. Thomas Austern.

57. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *The Relationship of Prices to Economic Stability and Growth. Compendium of Papers submitted by Panelists appearing before the Joint Economic Committee*. Washington, G.P.O., 1958. Pp. 712.

Topics of papers: 1. Employment Act objectives and the stabilization of prices. 2. The Measurement of price changes and price relationships. 3. Past price behavior viewed in the context of cyclical and secular economic changes. 4. Interrelationships among, prices, demands and costs. 5. Interrelationships among prices, employment, output, incomes and resources. 6. Private pricing policies: their formulation and effects. 7. Relationships between public policies, private pricing policies, price changes, and price relationships. 8. Formulating public policies for economic stability and growth.

58. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Relationship of Prices to Economic Stability and Growth. Hearings before the Joint Economic Committee, Congress of the United States, Eighty-fifth Congress, Second Session, pursuant to Sec. 5 (a) of Public Law 304 (79th Congress)...* Washington, G.P.O., 1958. Pp. 427.

Hearings held May 12-22, 1958. "The committee's major goal is an objective and authoritative exploration of those general economic processes which involve prices, price relationships, costs, and price policies in the expectation that this will reveal ways in which public and private policies can contribute to the attainment of the objectives of the Employment Act."

## Professional Workers

59. RIEGEL, JOHN WALLACE. *Administration of Salaries and Intangible Rewards for Engineers and Scientists*. Ann Arbor, Bureau of Industrial Relations, University of Michigan, 1958. Pp. 105.

Bound with the author's *Intangible Rewards for Engineers and Scientists*. Ann Arbor, 1958.

The two studies in this book deal with the relationship between managers and engineers and scientists.

60. RIEGEL, JOHN WALLACE. *Intangible Rewards for Engineers and Scientists*. Ann Arbor, Bureau of Industrial Relations, University of Michigan, 1958. Pp. 84.

Bound with the author's *Administration of Salaries and Intangible Rewards for Engineers and Scientists*. Ann Arbor, 1958.

61. UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION. *The Training of Journalists; a World-Wide survey on the Training of Personnel for the Mass Media*. Paris, 1958. Pp. 222.

Contents: Pt. 1. International Collaboration in the Training of Journalists. Pt. 2. Training Principles and Methods. Pt. 3. Training Facilities in Different Countries.

## Wages and Hours

62. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wage Rates and Hours of Labour. Annual Report No. 40. October 1957*. Ottawa, Queen's Printer, 1958. Pp. 265.

63. GUILLEBAUD, CLAUDE WILLIAM. *The Wages Councils System in Great Britain*. London, James Nisbet & Co. Ltd., 1958. Pp. 31.

"A Wages Council consists of equal numbers of members representing employers and members representing workers in the industry in question, together with not more than three independent persons, known as 'Independent Members', one of whom is appointed by the Minister to act as Chairman, and one as Deputy Chairman."

64. U.S. BUREAU OF LABOR STATISTICS. *A Test of the Validity of collecting Wage Statistics by Mail Questionnaire*. Washington, 1953? Pp. 17.

## Women

65. CONFERENCE ON WORK IN THE LIVES OF MARRIED WOMEN, COLUMBIA UNIVERSITY, 1957. *Work in the Lives of Married Women; Proceedings of a Conference on Womanpower held October 20-25, 1957 at Arden House, Harriman Campus of Columbia University*. New York, Columbia University Press, 1958. Pp. 220.

Partial Contents: Education for Reentry into the Labor Force, by Esther Lloyd-Jones. Utilizing "Older" Women Workers, by Howard S. Kaltenborn. Supplementary Income earned by Married Women, by Frances Lomas Feldman. Maternal Employment and Children by

Katherine B. Oettinger. Effects upon Children of their Mothers' Outside Employment, by Eleanor E. Macoby.

66. CUSSLER, MARGARET. *The Woman Executive*. 1st ed. New York, Harcourt, Brace, 1958. Pp. 165.

Based on a survey of women executives in five metropolitan areas of the Eastern seaboard of the U.S. Describes how the woman executive gets along in her job and with her co-workers.

### Workmen's Compensation

67. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Workmen's Compensation in British Columbia*. Vancouver, 1958. Pp. 24.

68. BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEERS. CANADIAN LEGISLATIVE BOARD. *Workmen's Compensation in Canada; Summary Benefits, Years 1947-1958*. Ottawa, 1958. Pp. 25.

69. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Statistical Report, 1957*. Toronto, Queen's Printer, 1958. Pp. 74.

### Miscellaneous

70. APPRENTICESHIP COMMISSION OF THE PRINTING TRADES FOR MONTREAL AND DISTRICT. *Thirteenth Annual Report, 1957-1958*. Montreal, 1958. Pp. 96.

71. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Basic Patterns in Union Contracts*. 4th ed. Washington, 1957. 1 Volume.

Topics discussed: amendment and duration; discharge and discipline; employee benefits; grievances and arbitration, management and union rights, seniority; layoff, promotion and transfer, strikes and lockouts, union security, vacations, wages, and working conditions.

72. GREAT BRITAIN. GOVERNMENT ACTUARY. *Occupational Pension Schemes; a Survey*. London, H.M.S.O., 1958. Pp. 28.

"The survey was undertaken in order to throw light on (i) the number of persons now covered for occupational pensions, the number of pensioners, the total sums paid as contributions and as pensions, and (ii) the salient features of the provisions of the various types of scheme..."

73. HAND, LEARNED. *The Bill of Rights*. Cambridge, Harvard University Press, 1958. Pp. 82.

The author begins "...I shall confine myself to the function of United States Courts, particularly the Supreme Court, of declaring invalid Statutes of Congress, or of the States, or acts of the President, because they are in conflict with what we have come to call our 'Bill of Rights', by which I mean the first eight and the fourteenth amendments of the Constitution of the United States."

74. ISTITUTO NAZIONALE PER L'ASSICURAZIONE CONTRO GLI INFORTUNI SUL LAVORO. *Statistical Information, 1952-1955*. Rome, 1958. 1 Volume (unpaged).

Translation of the publisher's name: National Institute for the Insurance against Industrial Accidents.

75. LABOUR PARTY (GREAT BRITAIN). *Public Enterprise; Labour's Review of the Nationalised Industries*. London, 1957. Pp. 59.

76. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Alcoholic Worker: How Business is affected; Management Attitudes; Control Measures; Experiences of Seven Companies*, by Stephen Habbe. New York, c1958. Pp. 52.

"The purpose of this report is to present current, reliable information on the subject of the problem drinker, to indicate some of the results when employees drink too much, and to describe in detail what seven companies are doing about the matter."

77. SCHAFFER, GORDON. *Defend Your Jobs*. London, L.R.D. Publications Ltd., 1958. Pp. 9.

78. U.S. BUREAU OF LABOR STANDARDS. *Young Workers under 18 Today and Tomorrow*. Washington, G.P.O., 1958. Pp. 24.

79. U.S. CHILDREN'S BUREAU. *Homemaker Service*. Washington, D.C., G.P.O., 1958. Pp. 36.

80. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE PHYSICALLY HANDICAPPED. *This is the President's Committee on Employment of the Physically Handicapped*. Washington, G.P.O., 1958. Pp. 10.

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A publication that gathers into one volume the texts of the principal international standards in the labour-management relations field has been issued by the International Labour Organization.

Its title is *International Standards and Guiding Principles, 1944-1958* and it is the fourth in the ILO's Labour-Management Relations Series.

A foreword to the volume gives the object of the volume as "to place at the disposal of those who are interested in the development of good labour-management relations in the various countries of the world the texts of the principal international standards in this field which have been adopted by the International Labour Organization in recent years".

A list of the principal reports or main articles published by the ILO on this question appears as an appendix.



# LABOUR STATISTICS

	PAGE
Table A-1 and A-2—Labour Force.....	315
Table B-1—Labour Income.....	316
Table C-1 to C-6—Employment, Hours and Earnings.....	317
Table D-1 to D-6—Employment Service Statistics.....	322
Table E-1 to E-4—Unemployment Insurance.....	332
Table F-1 and F-2—Prices.....	334
Tables G-1 and G-2—Strikes and Lockouts.....	335

## A—Labour Force

NOTE—Small adjustments have been made in the labour force figures to bring them into line with population estimates based on the 1956 Census; consequently, the figures in Tables A-1 and A-2 are not strictly comparable with those for months prior to August 1958. Adjusted figures for those earlier months are given in the Supplement to The Labour Force, September 1958, a Dominion Bureau of Statistics publication, and detailed figures on the revised basis will appear in the forthcoming DBS Reference Paper No. 58, The Labour Force.

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED DECEMBER 13, 1958**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,120	113	431	1,732	2,253	1,032	559
Agricultural.....	653	*	46	140	171	272	22
Non-Agricultural.....	5,467	111	385	1,592	2,082	760	537
Males.....	4,604	93	332	1,312	1,655	790	422
Agricultural.....	618	*	45	136	156	258	21
Non-Agricultural.....	3,986	91	287	1,176	1,499	532	401
Females.....	1,516	20	99	420	598	242	137
Agricultural.....	35	*	*	*	15	14	*
Non-Agricultural.....	1,481	20	98	416	583	228	136
All Ages.....	6,120	113	431	1,732	2,253	1,032	559
14—19 years.....	564	15	43	206	174	90	36
20—24 years.....	763	19	52	250	256	126	60
25—44 years.....	2,854	51	182	799	1,077	471	274
45—64 years.....	1,717	26	133	429	660	301	168
65 years and over.....	222	*	21	48	86	44	21
<i>Persons with Jobs</i>							
All status groups.....	5,680	82	386	1,578	2,132	988	514
Males.....	4,210	63	291	1,174	1,550	751	381
Females.....	1,470	19	95	404	582	237	133
Agricultural.....	633	*	43	133	166	269	20
Non-Agricultural.....	5,047	80	343	1,445	1,966	719	494
Paid Workers.....	4,597	70	306	1,324	1,807	649	441
Males.....	3,256	53	221	945	1,276	443	318
Females.....	1,341	17	85	379	531	206	123
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	440	31	45	154	121	44	45
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,329	153	457	1,498	1,777	927	517
Males.....	1,109	46	105	283	337	211	127
Females.....	4,220	107	352	1,215	1,440	716	390

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended December 13, 1953		Week Ended November 15, 1953		Week Ended December 14, 1957	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	467	445	387	372	416	399
Without Jobs.....	440	420	361	348	392	378
Under 1 month.....	138	—	120	—	147	—
1—3 months.....	188	—	143	—	180	—
4—6 months.....	64	—	48	—	44	—
7—12 months.....	34	—	33	—	14	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	27	25	26	24	24	21
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	18	17	18	17	16	14

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**B—Labour Income**

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>1</sup>						Total <sup>1</sup>
	Mining	Manu- facturing	Trans- portation, Storage, and Communi- cation <sup>2</sup>	Forestry	Construc- tion	Public Utilities	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
1953—Total....	393	3,954	1,320	297	887	194	1,665	2,757	468	12,110
1954—Total....	402	3,903	1,317	310	869	204	1,764	3,010	494	12,432
1955—Total....	430	4,156	1,392	339	911	204	1,874	3,212	539	13,215
1956—Total....	489	4,604	1,537	405	1,102	226	2,072	3,521	590	14,719
1957—Total....	544	4,821	1,647	371	1,189	252	2,268	3,926	639	15,825
1957—Nov.....	46.2	410.4	140.6	88.0	290.4	65.7	592.5	1,105.7	163.6	1,344.6
Dec.....	45.7	386.1	134.3	.....	.....	.....	.....	.....	.....	1,294.8
1958—Jan.....	46.0	381.9	103.3	.....	.....	.....	.....	.....	.....	1,267.8
Feb.....	46.5	385.5	132.2	64.7	229.1	65.2	467.1	1,024.0	163.5	1,277.1
Mar.....	45.8	389.8	130.3	.....	.....	.....	.....	.....	.....	1,283.2
Apr.....	43.9	392.3	134.6	.....	.....	.....	.....	.....	.....	1,304.0
May.....	44.9	401.3	141.0	65.7	289.1	69.0	585.4	1,069.7	168.4	1,354.8
June.....	45.6	404.9	143.1	.....	.....	.....	.....	.....	.....	1,384.5
July.....	45.0	402.1	145.7	.....	.....	.....	.....	.....	.....	1,382.1
Aug.....	45.5	399.8	145.7	75.7	335.4	71.1	592.3	1,080.5	172.0	1,385.6
Sept.....	44.5	404.0	143.4	.....	.....	.....	.....	.....	.....	1,405.3
Oct.....	43.2	400.0	142.9	.....	.....	.....	.....	.....	.....	1,389.8
Nov.....	43.1	401.7	142.0	91.3	278.5	70.0	619.4	1,112.4	174.1	1,385.5
Dec.....	42.1	393.7	139.6	.....	.....	.....	.....	.....	.....	1,359.0

<sup>1</sup> Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.<sup>2</sup> Includes post office wages and salaries.<sup>3</sup> Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing, and Trapping are not shown. (See also headnote.)

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At December 1, employers in the principal non-agricultural industries reported a total employment of 2,708,782.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
1957—Dec. 1.....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1.....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1.....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1.....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr. 1.....	112.9	185.3	163.4	70.20	108.3	180.4	165.6	72.80
May 1.....	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
June 1.....	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
July 1.....	121.3	200.3	164.6	70.70	112.0	187.4	166.2	73.06
Aug. 1.....	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
Sept. 1.....	121.8	201.1	164.5	70.67	111.5	184.9	164.7	72.40
Oct. 1.....	121.9	210.8	164.9	70.85	112.4	187.2	165.4	72.73
Nov. 1.....	120.1	199.5	165.6	71.13	110.1	185.0	166.8	73.36
Dec. 1.....	119.1	199.2	166.6	71.56	109.6	186.0	168.5	74.08

<sup>1</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).



**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Pay period preceding:			Pay period preceding:		
	Dec. 1 1958	Nov. 1 1958	Dec. 1 1957	Dec. 1 1958	Nov. 1 1958	Dec. 1 1957
<b>(a) Provinces</b>						
Newfoundland.....	120.0	130.1	127.8	62.69	61.97	62.00
Prince Edward Island.....	134.5	129.4	117.4	48.70	50.41	50.29
Nova Scotia.....	96.9	100.0	99.3	59.18	57.90	58.92
New Brunswick.....	101.2	100.3	101.1	58.27	58.37	58.79
Quebec.....	119.6	120.7	122.9	68.92	68.23	66.66
Ontario.....	119.8	119.3	124.6	74.25	73.85	72.24
Manitoba.....	109.4	111.8	110.9	67.65	67.88	64.22
Saskatchewan.....	130.1	132.8	128.1	68.14	68.57	66.36
Alberta (including Northwest Territories).....	151.0	154.9	151.6	74.16	74.20	70.87
British Columbia (including Yukon).....	115.7	118.4	118.1	78.35	78.08	74.80
<b>Canada.....</b>	<b>119.1</b>	<b>120.1</b>	<b>122.5</b>	<b>71.56</b>	<b>71.13</b>	<b>69.24</b>
<b>(b) Metropolitan Areas</b>						
St. John's.....	130.5	133.4	130.9	50.66	51.48	49.53
Sydney.....	94.5	91.8	95.1	73.80	72.21	71.21
Halifax.....	116.4	115.8	118.0	58.09	57.22	54.53
Saint John.....	95.0	95.0	91.4	54.55	55.91	51.95
Quebec.....	110.3	110.9	112.1	59.59	58.39	57.84
Sherbrooke.....	99.9	100.5	105.8	58.62	58.45	56.89
Three Rivers.....	116.8	116.8	115.2	67.11	66.08	62.81
Drummondville.....	77.6	77.7	74.9	60.06	59.84	57.90
Montreal.....	123.2	123.6	126.0	70.02	69.84	67.21
Ottawa—Hull.....	125.2	125.4	122.1	65.85	65.55	61.73
Peterborough.....	99.2	98.7	103.8	79.87	78.07	75.76
Oshawa.....	177.4	166.2	178.7	80.73	75.47	90.80
Niagara Falls.....	99.5	104.9	118.8	77.79	78.11	76.68
St. Catharines.....	106.4	106.1	121.2	79.89	78.80	78.50
Toronto.....	133.5	132.0	134.9	74.77	74.87	71.93
Hamilton.....	106.7	96.6	112.6	76.43	76.03	74.71
Brantford.....	90.2	89.5	86.0	67.72	68.99	65.11
Galt.....	110.6	111.8	112.5	64.66	64.04	61.50
Kitchener.....	118.6	118.7	116.6	67.69	67.84	64.82
Sudbury.....	45.2	48.2	144.7	80.83	80.71	85.49
London.....	123.2	123.3	121.6	68.14	68.04	64.86
Sarnia.....	124.8	124.8	139.1	91.47	90.67	89.57
Windsor.....	81.3	78.2	92.3	79.84	78.58	75.76
Sault Ste. Marie.....	147.5	148.8	135.0	89.54	89.36	87.00
Ft. William—Ft. Arthur.....	115.7	115.1	121.3	73.17	72.73	72.79
Winnipeg.....	110.5	110.7	108.8	64.42	64.77	61.74
Regina.....	128.7	128.7	126.9	63.99	64.59	62.31
Saskatoon.....	137.4	138.1	133.3	64.29	65.59	61.43
Edmonton.....	180.7	187.6	183.6	69.05	69.51	65.27
Calgary.....	163.1	165.3	159.7	68.64	68.47	67.37
Vancouver.....	116.6	117.3	119.1	77.41	76.72	72.58
Victoria.....	116.0	117.9	120.1	70.87	69.66	67.00

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Pay period preceding:			Pay period preceding:		
	Dec. 1 1958	Nov. 1 1958	Dec. 1 1957	Dec. 1 1958	Nov. 1 1958	Dec. 1 1957
<b>Mining</b> .....	<b>116.0</b>	<b>118.2</b>	<b>128.1</b>	<b>89.48</b>	<b>87.95</b>	<b>86.65</b>
Metal mining.....	124.0	126.0	139.3	90.98	90.87	89.88
Gold.....	74.3	75.1	75.9	73.60	73.52	72.19
Other metal.....	170.3	173.5	198.5	98.04	97.88	96.19
Fuels.....	101.6	101.3	111.5	90.13	86.98	84.12
Coal.....	56.0	57.5	62.4	74.98	70.98	67.77
Oil and natural gas.....	280.4	272.7	290.4	101.97	100.19	96.93
Non-metal.....	122.8	132.7	128.0	80.98	77.58	77.34
<b>Manufacturing</b> .....	<b>109.6</b>	<b>110.1</b>	<b>113.3</b>	<b>74.08</b>	<b>73.36</b>	<b>71.69</b>
Food and beverages.....	115.3	119.5	111.3	66.37	64.71	63.50
Meat products.....	137.1	137.0	129.7	75.49	75.16	73.06
Canned and preserved fruits and vegetables.....	110.3	119.9	97.6	54.08	52.08	54.87
Grain mill products.....	105.8	106.7	102.9	75.19	73.40	70.61
Bread and other bakery products.....	110.3	110.6	109.0	64.79	64.24	61.56
Biscuits and crackers.....	93.2	97.1	94.7	55.66	55.45	54.14
Distilled and malt liquors.....	115.3	112.6	115.3	86.62	84.46	80.14
Tobacco and tobacco products.....	91.4	89.6	83.9	69.91	70.08	69.58
Rubber products.....	100.1	101.0	107.7	74.98	76.88	73.05
Leather products.....	86.4	86.4	87.7	50.62	49.70	48.54
Boots and shoes (except rubber).....	91.2	90.9	91.8	47.48	46.87	45.55
Textile products (except clothing).....	79.4	79.2	81.7	59.88	59.53	57.63
Cotton yarn and broad woven goods.....	76.7	76.2	81.7	55.55	54.14	54.21
Woolen goods.....	58.8	59.9	64.4	56.90	56.80	54.60
Synthetic textiles and silk.....	81.1	80.8	82.2	66.60	66.80	64.14
Clothing (textile and fur).....	90.8	92.9	91.9	46.58	47.12	44.62
Men's clothing.....	91.5	93.3	97.0	45.46	45.65	43.49
Women's clothing.....	94.6	99.3	90.6	46.64	48.02	45.22
Knit goods.....	79.0	77.9	80.6	46.98	47.21	45.19
Wood products.....	103.4	106.8	199.8	64.62	64.51	61.91
Saw and planing mills.....	104.9	109.1	97.1	66.33	66.41	63.50
Furniture.....	111.4	113.1	112.9	63.44	63.15	60.56
Other wood products.....	81.7	84.5	87.9	57.47	56.52	56.89
Paper products.....	121.3	123.6	115.5	87.04	85.20	82.79
Pulp and paper mills.....	120.9	122.7	112.5	93.71	91.18	89.88
Other paper products.....	122.2	125.7	123.2	70.88	70.90	66.69
Printing, publishing and allied industries.....	120.4	119.6	121.2	79.56	79.67	75.93
Iron and steel products.....	103.8	98.8	109.0	82.50	82.89	79.52
Agriculture implements.....	63.2	60.7	59.5	82.06	81.84	78.22
Fabricated and structural steel.....	158.6	161.0	170.8	84.71	84.47	82.58
Hardware and tools.....	94.4	94.3	95.8	76.05	75.02	72.34
Heating and cooking appliances.....	100.9	103.8	102.5	72.63	74.35	69.99
Iron castings.....	97.0	94.8	104.2	80.24	81.46	75.72
Machinery mfg.....	104.5	103.4	117.1	80.12	79.43	77.02
Primary iron and steel.....	111.0	85.3	115.9	92.02	95.95	91.15
Sheet metal products.....	103.1	105.3	103.8	78.36	80.83	75.50
Wire and wire products.....	113.3	109.7	112.4	83.17	83.63	80.82
Transportation equipment.....	119.9	119.2	138.9	83.62	81.28	81.60
Aircraft and parts.....	357.5	360.2	393.3	88.28	88.37	84.19
Motor vehicles.....	108.4	102.0	122.8	91.33	86.10	93.16
Motor vehicle parts and accessories.....	105.9	100.1	108.9	81.84	78.66	78.27
Railroad and rolling stock equipment.....	65.4	69.0	87.1	72.79	72.61	72.96
Shipbuilding and repairing.....	120.1	122.9	149.5	76.67	74.20	75.86
Non-ferrous metal products.....	107.8	109.0	133.1	85.16	86.05	82.89
Aluminum products.....	134.3	135.1	134.8	82.13	82.22	78.09
Brass and copper products.....	108.4	106.6	105.9	79.96	80.80	75.91
Smelting and refining.....	103.9	107.7	162.3	96.01	96.56	90.21
Electrical apparatus and supplies.....	134.4	135.9	146.3	79.63	79.45	76.35
Non-metallic mineral products.....	138.9	140.1	132.5	78.53	78.44	74.76
Clay products.....	107.1	108.4	103.7	72.00	71.86	70.58
Glass and glass products.....	141.2	135.5	134.4	77.89	75.89	72.03
Products of petroleum and coal.....	136.9	138.2	136.7	105.91	104.62	103.54
Chemical products.....	129.2	130.5	135.0	84.79	84.54	81.37
Medicinal and pharmaceutical preparations.....	118.1	118.9	119.6	75.05	75.27	71.69
Acids, alkalis and salts.....	143.3	144.5	153.1	95.83	95.29	92.87
Miscellaneous manufacturing industries.....	124.2	124.6	116.9	66.34	65.41	63.24
<b>Construction</b> .....	<b>129.4</b>	<b>137.5</b>	<b>136.9</b>	<b>74.70</b>	<b>75.20</b>	<b>74.81</b>
Building and general engineering.....	120.1	136.9	142.3	81.53	82.11	82.09
Building.....	137.3	142.6	144.9	80.10	80.54	80.62
General engineering.....	101.4	114.3	136.3	89.67	90.33	88.60
Highways, bridges and streets.....	128.4	138.7	126.9	63.59	64.26	61.68
<b>Service</b> .....	<b>133.1</b>	<b>135.6</b>	<b>130.4</b>	<b>49.26</b>	<b>48.66</b>	<b>47.27</b>
Hotels and restaurants.....	122.4	125.2	121.8	39.75	39.27	38.85
Laundries and dry cleaning plants.....	113.3	115.3	114.1	44.05	43.61	42.48
Other service.....	188.8	191.1	178.2	71.01	70.28	68.97
<b>Industrial composite</b> .....	<b>119.1</b>	<b>120.1</b>	<b>122.5</b>	<b>71.56</b>	<b>71.13</b>	<b>69.24</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

# TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Dec. 1, 1958	Nov. 1, 1958	Dec. 1, 1957	Dec. 1, 1958	Nov. 1, 1958	Dec. 1, 1957
Newfoundland.....	38.0	36.7	39.7	156.3	152.2	161.7
Nova Scotia.....	41.3	40.3	40.5	147.5	146.4	146.1
New Brunswick.....	41.8	41.9	40.9	148.9	143.9	146.6
Quebec.....	41.9	41.7	41.6	150.0	149.3	146.9
Ontario.....	40.7	40.7	40.6	175.2	173.1	172.6
Manitoba.....	40.1	40.6	39.8	159.1	157.7	152.2
Saskatchewan.....	39.8	39.4	40.0	179.7	178.2	172.6
Alberta <sup>(1)</sup> .....	40.8	40.6	40.3	176.8	175.7	172.3
British Columbia <sup>(2)</sup> .....	38.2	38.1	37.2	205.4	203.4	196.4

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

# TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Hourly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding: December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66.12	158.5	124.3	127.5
April 1, 1958.....	40.4	165.8	66.98	160.6	125.2	128.3
May 1, 1958.....	40.4	166.4	67.23	161.2	125.1	128.9
June 1, 1958.....	40.7	167.2	68.05	163.2	125.1	130.5
July 1, 1958.....	40.5	166.6	67.47	161.8	124.7	129.8
August 1, 1958.....	40.3	165.9	66.86	160.3	125.2	128.0
September 1, 1958.....	40.6	164.0	66.58	159.6	125.6	127.1
October 1, 1958.....	40.7	164.4	66.91	160.4	126.0	127.3
November 1, 1958.....	40.8	165.5	67.52	161.9	126.3	128.2
December 1, 1958 <sup>(1)</sup> .....	40.9	167.2	68.38	163.9	126.2	129.9

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.



TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Pay period preceding			Pay period preceding			Pay period preceding		
	Dec. 1 1958	Nov. 1 1958	Dec. 1 1957	Dec. 1 1958	Nov. 1 1958	Dec. 1 1957	Dec. 1 1958	Nov. 1 1958	Dec. 1 1957
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.6	42.4	42.6	197.9	195.1	193.7	84.31	82.72	82.52
Metal mining.....	42.5	42.9	43.2	205.1	203.3	201.5	87.17	87.22	87.05
Gold.....	42.9	43.5	42.6	160.5	158.3	158.7	68.85	68.86	67.61
Other metal.....	42.3	42.7	43.5	225.5	223.7	217.3	95.39	95.52	94.53
Fuels.....	42.3	40.4	40.7	180.5	186.2	182.9	80.58	75.22	74.44
Coal.....	42.5	40.2	39.7	176.7	172.8	166.4	75.10	69.47	66.06
Oil and natural gas.....	41.9	41.0	42.5	215.5	212.2	211.0	90.29	87.00	89.68
Non-metal.....	43.9	43.3	43.1	178.2	173.7	173.4	78.23	75.21	74.74
Manufacturing.....	40.9	40.8	40.6	167.2	165.5	163.5	68.38	67.52	66.38
Food and beverages.....	41.3	40.9	40.9	147.9	145.4	142.1	61.08	59.47	58.12
Meat products.....	41.0	41.3	40.7	175.5	174.6	170.1	71.96	72.11	69.23
Canned and preserved fruits and vegetables.....	40.6	38.9	39.0	113.7	114.2	120.5	46.16	44.42	47.00
Grain mill products.....	43.6	42.9	42.6	165.0	162.5	154.7	71.94	69.71	65.90
Bread and other bakery products.....	42.3	42.5	42.9	137.4	136.8	128.0	58.12	58.14	54.91
Distilled and malt liquors.....	40.9	39.3	39.9	196.5	195.6	185.4	80.37	76.87	73.97
Tobacco and tobacco products.....	39.4	39.5	40.0	163.0	162.8	160.5	64.22	64.31	64.20
Rubber products.....	39.5	41.5	41.0	175.7	173.1	167.9	69.40	71.84	68.84
Leather products.....	40.6	39.7	39.7	114.8	114.8	112.6	46.61	45.58	44.70
Boots and shoes (except rubber).....	39.9	38.6	38.8	109.3	109.6	107.9	43.61	42.31	41.87
Textile products (except clothing).....	42.5	42.2	42.0	127.2	126.5	123.3	54.06	53.38	51.79
Cotton yarn and broad woven goods.....	40.4	39.3	40.7	126.1	125.3	122.6	50.94	49.24	49.90
Woolen goods.....	43.6	43.6	42.4	119.2	118.8	116.2	51.97	51.80	49.27
Synthetic textiles and silk.....	44.0	44.0	43.6	136.0	135.9	131.8	59.84	59.80	57.46
Clothing (textile and fur).....	38.5	38.9	37.4	108.2	108.5	105.8	41.66	42.21	39.57
Men's clothing.....	37.5	37.6	36.4	110.0	110.3	107.5	41.25	41.47	39.13
Women's clothing.....	36.5	37.2	35.5	111.8	112.8	110.7	40.81	41.96	39.30
Knit goods.....	41.5	42.1	40.3	102.9	102.1	100.9	42.70	42.98	40.66
*Wood products.....	42.1	42.1	40.9	147.3	146.8	143.7	62.01	61.80	58.77
Saw and planing mills.....	41.2	41.4	39.4	157.0	155.9	154.6	64.68	64.54	60.91
Furniture.....	43.8	43.8	43.3	135.1	135.3	130.9	59.17	59.26	56.68
Other wood products.....	42.7	42.1	42.5	125.1	124.1	124.1	53.42	52.25	52.74
Paper products.....	41.6	41.1	41.1	196.0	193.3	187.2	81.54	79.45	76.94
Pulp and paper mills.....	41.7	40.9	41.2	211.3	208.7	203.2	88.11	85.36	83.72
Other paper products.....	41.4	41.9	40.7	154.0	153.1	146.8	63.76	64.15	59.75
Printing, publishing and allied industries.....	39.8	39.7	39.7	199.7	200.5	191.5	79.48	79.60	76.03
*Iron and steel products.....	40.3	41.0	40.6	193.7	190.9	185.9	78.06	78.27	75.48
Agricultural implements.....	39.4	39.9	39.3	191.8	190.1	183.7	75.57	75.85	72.19
Fabricated and structural steel.....	41.3	40.6	41.9	190.0	189.8	184.3	78.47	77.06	77.22
Hardware and tools.....	41.9	41.2	41.0	168.5	167.8	163.7	70.60	69.13	67.12
Heating and cooking appliances.....	41.3	42.5	40.9	165.5	166.3	159.8	68.35	70.68	65.36
Iron castings.....	41.0	41.5	39.8	187.3	187.2	180.1	76.79	77.69	71.68
Machinery manufacturing.....	41.1	41.0	41.9	181.5	180.3	174.0	74.60	73.92	72.91
Primary iron and steel.....	38.2	40.3	40.0	229.3	226.9	218.8	87.59	91.44	87.52
Sheet metal products.....	39.1	40.6	39.5	187.3	188.9	178.2	73.23	76.69	70.39
*Transportation equipment.....	40.5	38.9	40.8	191.8	191.5	189.3	77.68	74.49	77.23
Aircraft and parts.....	40.6	40.6	41.1	196.9	196.7	188.9	79.94	79.86	77.64
Motor vehicles.....	41.0	38.4	41.8	204.7	210.8	210.2	83.93	76.73	87.86
Motor vehicle parts and accessories.....	40.6	38.6	39.7	189.6	186.9	185.5	76.98	72.14	73.64
Railroad and rolling stock equipment.....	39.1	39.4	39.7	180.0	179.0	179.9	70.38	70.53	71.42
Shipbuilding and repairing.....	41.1	38.4	41.3	188.0	187.3	183.0	77.27	71.92	75.58
*Non-ferrous metal products.....	40.8	41.3	41.0	190.6	191.2	190.7	77.76	78.97	78.19
Aluminum products.....	41.8	42.8	42.0	169.4	167.8	159.9	70.98	71.82	67.16
Brass and copper products.....	41.2	41.7	41.2	182.1	183.3	172.5	75.03	76.44	71.07
Smelting and refining.....	40.3	40.5	40.6	218.6	218.1	210.6	88.10	88.33	85.50
*Electrical apparatus and supplies.....	40.9	40.9	40.7	172.9	172.5	167.1	70.72	70.51	68.01
Heavy electrical machinery and equipment.....	39.2	40.0	40.5	192.1	191.9	188.5	75.30	76.76	76.46
Radios and radio parts.....	40.9	41.2	41.2	155.7	155.4	147.3	63.68	64.02	60.69
Batteries.....	41.8	42.3	41.8	170.4	169.7	166.5	71.23	71.78	69.60
Refrigerators, vacuum cleaners and appliances.....	41.8	41.7	40.2	173.9	174.3	171.1	72.69	72.68	68.78
Miscellaneous electrical products.....	41.2	40.8	40.6	163.4	163.2	153.1	67.32	66.59	62.16
Wire and cable.....	42.6	40.6	41.1	191.0	188.1	183.0	81.37	76.37	75.21
*Non-metallic mineral products.....	43.7	44.2	43.1	171.3	169.6	163.6	74.86	74.96	70.51
Clay products.....	42.9	43.3	42.8	158.3	157.0	153.8	67.91	67.98	65.83
Glass and glass products.....	43.6	43.0	42.7	172.2	168.5	159.5	75.08	72.46	68.11
Products of petroleum and coal.....	41.4	40.7	41.5	229.9	229.3	226.6	95.18	93.33	94.04
Chemical products.....	41.0	41.2	41.0	184.7	183.6	176.5	75.73	75.64	72.37
Medicinal and pharmaceutical preparations.....	40.5	40.9	41.5	140.8	140.5	135.9	57.02	57.46	56.40
Acids, alkalis and salts.....	41.2	41.3	41.9	212.5	211.8	205.0	87.55	87.47	85.90
Miscellaneous manufacturing industries.....	42.3	42.0	41.4	138.3	137.3	134.3	58.50	57.67	55.60
*Durable goods.....	41.0	40.9	40.9	180.7	179.0	177.3	74.09	73.21	72.52
Non-durable goods.....	40.8	40.6	40.4	154.3	153.0	148.8	62.95	62.12	60.12
Construction.....	40.5	41.5	41.2	178.4	177.2	178.1	72.25	73.54	73.38
Building and general engineering.....	40.6	41.6	41.6	194.7	192.7	193.6	79.05	80.16	80.54
Highways, bridges and streets.....	40.3	41.4	40.4	148.7	149.7	144.5	59.93	61.98	58.38
Electric and motor transportation.....	44.6	44.4	44.3	170.3	169.7	161.2	75.95	75.35	71.41
Service.....	39.3	39.4	39.8	98.5	97.9	95.8	38.71	38.57	38.13
Hotels and restaurants.....	39.2	39.3	39.9	96.7	96.0	95.2	37.91	37.73	37.98
Laundries and dry cleaning plants.....	39.9	40.2	40.0	97.3	97.0	92.0	38.82	38.89	36.80

\* Durable manufactured goods industries.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment(2)		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
February 1, 1953.....	12,235	13,264	25,499	317,723	73,213	390,936
February 1, 1954.....	8,406	9,575	17,981	439,633	103,112	542,745
February 1, 1955.....	8,276	8,604	16,880	483,380	117,651	601,031
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
February 1, 1958.....	6,822	7,860	14,682	661,965	167,512	829,477 R
March 1, 1958.....	7,389	8,459	15,848	685,915	171,175	857,090
April 1, 1958.....	9,730	10,892	20,622	681,810	171,022	852,832
May 1, 1958.....	17,323	13,174	30,497	581,032	165,375	746,407
June 1, 1958.....	15,172	14,677	29,849	443,407	156,591	599,998
July 1, 1958.....	11,011	13,040	24,051	348,074	155,231	503,305
August 1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
September 1, 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
October 1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
November 1, 1958.....	7,319	9,552	16,871	255,451	116,711	371,162
December 1, 1958.....	11,579	9,752	21,331	329,060	126,341	455,391
January 1, 1959(1).....	8,643	8,549	17,192	562,257	158,163	720,420
February 1, 1959(1).....	9,425	9,295	18,720	615,668	175,574	791,242

\* Current Vacancies only. Deferred vacancies are excluded. (R)—Revised

(1) Latest figures subject to revision.

(2) From December 1, 1958, registration figures during the seasonal benefit period do not include claimants for fishing benefits.

As figures for December 1, 1957 to July 1, 1958 did include claimants for fishing benefits, they have been adjusted.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
DECEMBER 31, 1958<sup>(1)</sup>**

(SOURCE: FORM U.I.C. 751)

Industry	Male	Female	Total	Change from			
				November 28, 1958	December 31, 1957		
<b>Agriculture, Fishing, Trapping</b> .....	<b>185</b>	<b>79</b>	<b>264</b>	—	86	+	54
<b>Forestry</b> .....	<b>1,079</b>	<b>4</b>	<b>1,083</b>	+	538	+	712
<b>Mining, Quarrying and Oil Wells</b> .....	<b>327</b>	<b>40</b>	<b>367</b>	+	107	—	589
Metal Mining.....	209	13	222	+	70	—	356
Fuels.....	83	18	101	+	28	—	166
Non-Metal Mining.....	2	1	3	—	2	—	32
Quarrying, Clay and Sand Pits.....	2	2	4	+	2	—	1
Prospecting.....	31	6	37	+	9	—	34
<b>Manufacturing</b> .....	<b>1,506</b>	<b>1,181</b>	<b>2,687</b>	—	87	+	103
Foods and Beverages.....	130	90	220	—	53	+	31
Tobacco and Tobacco Products.....	4	3	7	+	2	—	56
Rubber Products.....	13	9	22	—	3	+	3
Leather Products.....	32	109	141	+	27	—	23
Textile Products (except clothing).....	58	53	111	—	30	+	9
Clothing (textile and fur).....	56	430	486	+	23	+	25
Wood Products.....	136	42	178	—	17	+	13
Paper Products.....	69	24	93	+	4	+	3
Printing, Publishing and Allied Industries.....	75	54	129	—	16	—	15
Iron and Steel Products.....	269	101	370	—	73	+	77
Transportation Equipment.....	330	48	378	+	75	+	69
Non-Ferrous Metal Products.....	34	29	63	—	5	—	33
Electrical Apparatus and Supplies.....	84	46	130	—	18	—	84
Non-Metallic Mineral Products.....	51	18	69	—	4	+	26
Products of Petroleum and Coal.....	23	17	40	+	10	+	15
Chemical Products.....	84	59	143	—	11	+	3
Miscellaneous Manufacturing Industries.....	58	49	107	+	2	+	40
<b>Construction</b> .....	<b>590</b>	<b>39</b>	<b>629</b>	—	287	—	14
General Contractors.....	393	23	416	—	128	—	26
Special Trade Contractors.....	197	16	213	—	159	+	12
<b>Transportation, Storage and Communication</b> .....	<b>271</b>	<b>169</b>	<b>440</b>	—	84	—	24
Transportation.....	219	88	307	—	88	+	16
Storage.....	11	9	20	—	5	—	7
Communication.....	41	72	113	+	9	—	33
<b>Public Utility Operation</b> .....	<b>37</b>	<b>17</b>	<b>54</b>	—	7	—	51
<b>Trade</b> .....	<b>1,083</b>	<b>1,151</b>	<b>2,234</b>	—	950	+	461
Wholesale.....	401	333	734	+	44	+	220
Retail.....	682	818	1,500	—	1,024	+	241
<b>Finance, Insurance, and Real Estate</b> .....	<b>467</b>	<b>462</b>	<b>929</b>	+	143	+	107
<b>Service</b> .....	<b>3,031</b>	<b>5,495</b>	<b>8,526</b>	—	3,537	+	1,440
Community or Public Service.....	123	1,039	1,162	+	102	—	104
Government Service.....	2,451	459	2,910	—	3,479	+	804
Recreation Service.....	22	28	50	—	25	—	28
Business Service.....	224	335	559	+	100	+	178
Personal Service.....	211	3,634	3,845	—	235	+	590
<b>Grand Total</b> .....	<b>8,576</b>	<b>8,637</b>	<b>17,213</b>	—	<b>4,280</b>	+	<b>2,199</b>

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3.—UNFILED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT DECEMBER 31, 1958<sup>(1)</sup>**

(SOURCE: Form UIC 757)

Occupational Group	Unfiled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	964	830	1,794	8,150	1,945	10,095
Clerical Workers.....	1,917	2,302	4,219	17,548	45,538	63,086
Sales Workers.....	906	477	1,383	7,312	14,226	21,538
Personal and Domestic Service Workers..	250	3,927	4,177	40,457	26,763	67,220
Seamen.....	8	—	8	6,028	15	6,043
Agriculture, Fishing, Forestry (Ex. log.)..	181	14	195	6,304	941	7,245
Skilled and Semiskilled workers.....	2,976	760	3,736	268,327	33,824	302,151
Food and kindred products (incl. tobacco).....	38	5	43	2,331	907	3,238
Textiles, clothing, etc.....	84	566	650	5,707	21,917	27,624
Lumber and lumber products.....	935	2	937	29,940	223	30,163
Pulp, paper (incl. printing).....	38	5	43	1,657	648	2,305
Leather and leather products.....	14	68	82	2,014	1,761	3,775
Stone, clay and glass products.....	4	—	4	987	66	1,053
Metalworking.....	240	8	248	28,661	1,368	30,029
Electrical.....	68	7	75	4,443	1,935	6,378
Transportation equipment.....	3	3	6	2,430	42	2,472
Mining.....	82	—	82	5,539	—	5,539
Construction.....	344	—	344	82,472	17	82,489
Transportation (except seamen).....	363	14	377	44,896	168	45,064
Communications and public utility...	11	—	11	1,418	8	1,426
Trade and service.....	80	54	134	6,575	2,679	9,254
Other skilled and semiskilled.....	621	23	644	34,859	1,634	36,493
Foremen.....	23	4	27	5,959	436	6,395
Apprentices.....	28	1	29	8,439	15	8,454
Unskilled Workers.....	1,441	239	1,680	208,131	34,911	243,042
Food and tobacco.....	13	16	29	9,013	11,004	20,017
Lumber and lumber products.....	120	6	126	23,807	545	24,352
Metalworking.....	35	13	48	13,313	841	14,154
Construction.....	955	—	955	106,822	2	106,824
Other unskilled workers.....	318	204	522	55,176	22,519	77,695
<b>Grand Total.....</b>	<b>8,643</b>	<b>8,549</b>	<b>17,192</b>	<b>562,257</b>	<b>158,163</b>	<b>720,420</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 31, 1958**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(1)</sup>			Registrations		
	( <sup>1</sup> ) Dec. 31, 1958	Previous Month Nov. 27, 1958	Previous Year Jan. 2, 1958	( <sup>1</sup> ) Dec. 31, 1958	Previous Month Nov. 27, 1958	Previous Year Jan. 2, 1958
<b>Newfoundland.....</b>	<b>206</b>	<b>164</b>	<b>94</b>	<b>22,899</b>	<b>12,329</b>	<b>24,280</b>
Corner Brook.....	11	6	—	5,263	2,866	4,621
Grand Falls.....	5	5	3	2,399	1,509	2,563
St. John's.....	190	153	91	15,237	7,954	17,096
<b>Prince Edward Island.....</b>	<b>80</b>	<b>123</b>	<b>75</b>	<b>4,966</b>	<b>2,098</b>	<b>5,021</b>
Charlottetown.....	57	82	59	3,212	1,442	3,036
Summerside.....	23	41	16	1,754	656	1,985
<b>Nova Scotia.....</b>	<b>549</b>	<b>1,124</b>	<b>752</b>	<b>31,856</b>	<b>18,352</b>	<b>29,303</b>
Amherst.....	6	6	3	1,418	670	1,401
Bridgewater.....	7	26	6	2,298	973	2,207
Halifax.....	362	867	397	5,879	4,333	5,843
Inverness.....	—	—	8	1,192	394	1,078
Kentville.....	60	83	11	3,216	1,308	3,067
Liverpool.....	—	1	14	811	577	710
New Glasgow.....	34	56	33	4,530	2,620	4,096
Springhill.....	—	—	—	1,593	1,254	1,081
Sydney.....	18	15	220	5,776	3,516	4,527
Truro.....	9	18	6	2,188	1,266	2,367
Yarmouth.....	53	52	54	2,955	1,441	2,926
<b>New Brunswick.....</b>	<b>387</b>	<b>570</b>	<b>406</b>	<b>33,591</b>	<b>18,145</b>	<b>38,576</b>
Bathurst.....	3	4	5	5,799	2,249	6,420
Campbellton.....	15	47	24	2,276	1,186	2,755
Edmundston.....	7	7	11	2,325	1,196	2,890
Fredericton.....	95	87	73	2,145	1,380	2,474
Minto.....	3	17	2	663	529	853
Moncton.....	145	238	173	9,121	4,186	10,619
Newcastle.....	2	—	—	3,308	1,723	3,806
Saint John.....	90	116	105	3,253	2,814	3,352
St. Stephen.....	4	29	3	2,272	1,461	2,384
Sussex.....	23	21	8	782	456	858
Woodstock.....	—	4	2	1,647	965	2,165
<b>Quebec.....</b>	<b>3,448</b>	<b>3,355</b>	<b>3,009</b>	<b>232,574</b>	<b>140,295</b>	<b>238,724</b>
Alma.....	9	31	27	2,784	1,641	2,997
Asbestos.....	2	5	12	1,147	658	1,211
Beauharnois.....	20	21	21	1,799	967	1,800
Buckingham.....	14	21	31	1,314	845	1,185
Causapsal.....	36	207	55	2,433	1,267	3,031
Chandler.....	9	7	—	2,388	672	2,872
Chicoutimi.....	262	98	35	2,264	1,639	2,208
Dolbeau.....	30	7	27	1,315	746	2,051
Drummondville.....	17	19	32	3,185	1,668	3,429
Farnham.....	6	9	6	2,136	870	2,050
Forestville.....	21	14	13	2,260	1,009	1,828
Gaspé.....	3	3	—	1,873	580	2,415
Granby.....	11	21	22	3,198	1,669	3,486
Hull.....	17	15	24	4,534	2,693	4,169
Joliette.....	43	44	60	5,517	2,794	5,726
Jonquière.....	34	15	24	2,774	1,946	2,451
Lachute.....	19	17	9	1,335	571	1,492
La Malbaie.....	8	9	4	2,385	903	2,408
La Tuque.....	319	70	13	1,313	938	1,213
Levis.....	74	88	63	5,300	2,909	5,657
Louiseville.....	5	20	12	1,816	876	2,294
Magog.....	3	5	1	929	541	1,027
Maniwaki.....	31	3	23	1,018	543	1,184
Matane.....	10	4	7	3,500	1,488	3,583
Mégantic.....	—	5	3	1,320	642	1,648
Mont-Laurier.....	2	3	55	981	592	1,017
Montmagny.....	14	12	12	2,354	950	3,368
Montreal.....	1,321	1,888	1,394	77,597	55,118	74,695
New Richmond.....	1	5	15	2,604	791	2,571
Port Alfred.....	36	10	1	1,138	401	1,551
Quebec.....	299	294	298	17,269	10,302	17,638
Rimouski.....	60	76	48	4,782	2,372	5,662
Rivière du Loup.....	36	10	25	5,219	2,403	6,498
Roberval.....	32	75	3	1,286	855	1,562
Rouyn.....	24	69	67	2,876	1,953	3,995
Ste. Agathe.....	13	52	36	1,345	824	1,313
Ste. Anne de Bellevue.....	25	22	33	1,473	805	1,473
Ste. Thérèse.....	20	33	21	3,261	1,532	3,084
St. Hyacinthe.....	33	24	23	3,222	1,539	4,443
St. Jean.....	19	37	34	2,508	1,777	2,585
St. Jérôme.....	24	26	22	2,520	1,971	3,376
Sept-Îles.....	108	65	55	1,887	1,264	1,582
Shawinigan.....	7	26	6	6,198	3,860	5,478
Sherbrooke.....	91	135	62	6,540	4,158	6,222
Sorel.....	62	19	61	5,350	3,698	3,313
Thetford Mines.....	16	19	41	2,619	1,406	2,159
Trois-Rivières.....	120	133	115	7,877	3,930	6,692
Val d'Or.....	18	3	15	1,870	1,641	2,816

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 31, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	<sup>(1)</sup> Dec. 31, 1958	Previous Month Nov. 27, 1958	Previous Year Jan. 2, 1958	<sup>(1)</sup> Dec. 31, 1958	Previous Month Nov. 27, 1958	Previous Year Jan. 2, 1958
<b>Quebec—Cont'd.</b>						
Valleyfield.....	33	23	17	3,348	2,017	3,503
Victoriaville.....	17	21	26	3,326	1,573	4,645
Ville St. Georges.....	14	17	10	3,287	1,488	4,068
<b>Ontario.....</b>	<b>7,165</b>	<b>8,048</b>	<b>6,163</b>	<b>233,199</b>	<b>150,617</b>	<b>229,747</b>
Arnprior.....	18	26	5	738	259	873
Barrie.....	46	32	21	1,446	1,070	1,345
Belleville.....	34	32	2	2,188	1,542	2,300
Bracebridge.....	71	88	113	1,547	920	1,472
Brampton.....	118	27	11	1,477	816	1,301
Brantford.....	118	52	48	3,099	2,060	3,892
Brookville.....	22	25	29	849	577	630
Carleton Place.....	3	2	3	545	328	553
Chatham.....	42	40	24	3,182	2,014	3,655
Cobourg.....	6	6	1	1,131	618	1,371
Collingwood.....	9	19	3	1,286	673	1,225
Cornwall.....	62	54	100	4,472	2,867	3,739
Fort Erie.....	5	5	15	897	710	793
Fort Frances.....	18	51	10	696	483	731
Fort William.....	52	142	93	3,342	2,332	2,974
Galt.....	50	71	30	2,161	1,240	2,141
Gananoque.....	2	1	2	505	280	555
Goderich.....	16	18	8	940	340	1,115
Guelph.....	40	35	38	1,900	1,201	2,611
Hamilton.....	537	508	339	16,961	13,595	17,953
Hawkesbury.....	9	11	20	1,379	702	1,330
Ingersoll.....	34	21	11	999	641	981
Kapuskasing.....	30	39	1	791	870	949
Kenora.....	13	9	9	919	745	1,060
Kingston.....	84	84	92	2,539	1,760	2,113
Kirkland Lake.....	66	20	37	1,687	1,293	1,548
Kitchener.....	101	99	42	4,349	1,895	5,649
Leamington.....	21	23	16	1,644	867	1,934
Lindsay.....	4	1	7	939	533	816
Listowel.....	14	15	13	535	296	629
London.....	311	872	305	6,540	4,181	6,957
Long Branch.....	90	87	50	4,383	3,027	4,950
Midland.....	10	15	6	1,655	801	1,534
Napanee.....	5	4	5	936	502	919
Newmarket.....	30	48	25	1,286	938	1,255
Niagara Falls.....	40	152	54	3,541	2,348	2,982
North Bay.....	7	36	6	3,099	1,653	2,785
Oakville.....	54	63	62	879	699	1,037
Orillia.....	20	22	13	1,449	877	1,331
Oshawa.....	72	77	25	4,003	3,023	4,029
Ottawa.....	1,829	1,670	1,602	7,196	5,134	6,059
Owen Sound.....	21	7	15	2,825	1,342	3,204
Parry Sound.....	—	1	1	773	499	480
Pembroke.....	43	45	66	2,356	1,645	2,394
Perth.....	14	21	15	889	435	944
Peterborough.....	25	37	206	3,726	2,719	3,516
Pictou.....	11	11	13	775	387	774
Port Arthur.....	117	209	103	5,403	3,927	5,094
Port Colborne.....	5	6	8	2,051	816	1,115
Prescott.....	18	12	22	1,515	742	1,517
Renfrew.....	2	2	6	1,023	588	922
St. Catharines.....	61	74	51	5,500	3,448	6,706
St. Thomas.....	46	59	35	1,600	845	1,398
Sarnia.....	49	78	61	3,104	2,235	2,775
Sault Ste. Marie.....	188	223	262	3,034	1,868	3,000
Simcoe.....	35	22	70	1,688	777	1,764
Sioux Lookout.....	10	9	9	270	238	304
Smiths Falls.....	15	14	3	698	469	621
Stratford.....	20	39	10	1,297	872	1,569
Sturgeon Falls.....	1	3	2	1,612	1,285	1,393
Sudbury.....	215	197	440	11,185	5,791	4,901
Timmins.....	55	28	40	2,299	1,979	2,562
Toronto.....	1,838	2,024	1,107	53,448	35,006	50,427
Trenton.....	36	44	28	1,377	779	1,286
Walkerton.....	32	29	33	1,017	363	899
Wallaceburg.....	2	1	6	910	591	1,030
Welland.....	34	32	8	3,214	1,962	3,120
Weston.....	124	119	142	3,447	2,166	2,769
Windsor.....	118	97	93	14,789	9,393	19,526
Woodstock.....	23	21	13	1,264	690	1,656
<b>Manitoba.....</b>	<b>1,393</b>	<b>3,874</b>	<b>1,128</b>	<b>26,237</b>	<b>19,591</b>	<b>29,375</b>
Brandon.....	136	274	120	2,632	1,519	2,866
Dauphin.....	8	12	6	1,978	1,205	1,941
Flin Flon.....	19	19	12	320	253	300
Portage la Prairie.....	20	45	34	1,339	844	1,478
The Pas.....	25	58	55	445	358	328
Winnipeg.....	1,185	3,466	901	19,523	15,412	22,462



**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 31, 1958**

(Source: U.I.C. 757)

Office	Unfilled Vacancies <sup>(*)</sup>			Registrations		
	( <sup>1</sup> ) Dec. 31, 1958	Previous Month Nov. 27, 1958	Previous Year Jan. 2, 1958	( <sup>1</sup> ) Dec. 31, 1958	Previous Month Nov. 27, 1958	Previous Year Jan. 2, 1958
<b>Saskatchewan</b> .....	<b>623</b>	<b>737</b>	<b>574</b>	<b>21,727</b>	<b>12,688</b>	<b>21,861</b>
Estevan.....	31	52	35	499	384	537
Moose Jaw.....	94	201	89	1,812	1,106	1,642
North Battleford.....	21	35	26	1,923	1,078	1,966
Prince Albert.....	86	47	35	2,530	1,651	2,731
Regina.....	147	155	171	5,438	3,062	5,301
Saskatoon.....	122	138	116	4,607	2,787	4,634
Swift Current.....	42	38	20	1,134	552	1,089
Weyburn.....	24	19	43	582	331	606
Yorkton.....	56	52	39	3,202	1,727	3,355
<b>Alberta</b> .....	<b>2,180</b>	<b>1,754</b>	<b>1,592</b>	<b>31,517</b>	<b>23,539</b>	<b>32,582</b>
Blairmore.....	10	2	2	792	585	583
Calgary.....	863	547	524	8,790	7,439	8,783
Drumheller.....	22	18	4	421	273	521
Edmonton.....	958	841	778	15,055	10,904	16,191
Edson.....	64	17	31	638	474	672
Lethbridge.....	96	108	86	3,173	2,018	2,923
Medicine Hat.....	90	165	130	1,323	939	1,386
Red Deer.....	77	56	37	1,325	907	1,523
<b>British Columbia</b> .....	<b>1,161</b>	<b>1,584</b>	<b>927</b>	<b>81,854</b>	<b>57,737</b>	<b>93,984</b>
Chilliwack.....	53	35	29	2,893	1,770	2,632
Courtenay.....	1	4	4	1,874	1,017	2,382
Cranbrook.....	19	58	11	1,164	709	2,122
Dawson Creek.....	10	11	9	1,506	1,029	1,359
Duncan.....	11	16	11	1,400	744	2,145
Kamloops.....	7	15	12	1,942	1,122	2,163
Kelowna.....	12	7	20	2,044	1,043	2,143
Kitimat.....	2	7	12	425	417	644
Mission City.....	11	28	5	1,600	990	1,929
Nanaimo.....	12	14	12	2,193	1,433	2,988
Nelson.....	11	6	15	1,451	871	1,729
New Westminster.....	85	267	107	11,565	7,934	11,995
Pentiction.....	5	7	2	2,110	1,016	2,191
Port Alberni.....	19	24	12	1,020	1,022	2,087
Prince George.....	93	82	49	2,911	2,778	3,524
Prince Rupert.....	9	20	18	2,131	1,659	2,267
Princeton.....	3	4	—	568	267	692
Trail.....	16	20	18	1,266	792	1,298
Vancouver.....	630	655	418	33,361	24,919	38,574
Vernon.....	4	19	12	2,830	1,479	2,884
Victoria.....	135	266	137	4,981	4,225	5,662
Whitehorse.....	13	19	14	629	501	574
<b>Canada</b> .....	<b>17,192</b>	<b>21,331</b>	<b>14,720</b>	<b>720,420</b>	<b>455,391</b>	<b>743,453</b>
Males.....	8,643	11,579	7,450	562,257	329,050	596,104
Females.....	8,549	9,752	7,270	158,163	126,341	147,349

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,913
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 1, 1958 TO DECEMBER 31, 1958  
(SOURCE: U.I.C. 751)

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario					
	Placements			Placements			Placements			Placements			Placements			Placements					
	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out			
Agriculture.....				736	528	69	114	76	3	334	96	84	2	185	1,637	284	1,106	376	2,388	639	215
Forestry.....	6			85		79	82	74	6	1	363	224	2	2	3,745	2,273		290	832	635	11
Fishing and Trapping.....	6	2					6	2							7	4	2		1		
Mining																					
Oil Wells.....																					
Metal Mining.....	57	1	3				222	213	1	15	41	32	3	3	356	284	21	9	499	329	16
Fuels.....	57	1	3				213	212	1	7	38	28	3	3	219	168		5	407	255	45
Non-Metal Mining.....																					
Quarrying, Clay and Sand Pits.....							9	1		6					103	83	10	1	19	4	2
Prospecting.....																					
Manufacturing																					
Food and Beverages.....	39	31	1	100	67	31	1,168	881	156	11	454	300	119	5	12,079	9,224	635	129	20,107	15,189	2,625
Tobacco and Tobacco Products.....	13	11	1	71	43	28	91	36	36	3	83	53	17		1,255	1,042	89	4	1,982	1,565	271
Leather Products.....	1	1													65	55			405		
Textile Products (except clothing, textile and fur)															77	54	1	1	317	238	24
Wood Products.....															723	478	72	4	450	364	16
Paper Products.....	5	3																			
Printing, Publishing and Allied Industries.....															995	839	20	9	727	570	48
Iron and Steel Products															2						
Transportation Equip-ment	8	7		3	4		27	19	4	1	7	6			1						
Non-Ferrous Metal Products	1			2	2		182	107	65	2	136	100	33	1	2,772	2,284	25	5	1,440	1,230	35
Electrical Apparatus and Supplies	6	4		4	4		630	573	11	5	10	10	1		787	656	40	14	987	630	224
Non-Metallic Mineral Products.....															700	565	52	2	826	505	172
Products of Petroleum and Coal.....																					
Chemical Products.....															602	410	62	5	1,504	765	621
Miscellaneous Manufac-turing Industries.....	1	1													1,017	767	105	12	3,637	2,682	323
															791	495	59	12	3,105	2,546	266
															456	357	18	42	1,043	774	157
															588	308	9	3	1,164	966	90
															292	240	10	13	641	470	101
															1						
															47	16	1				
															59	30					
															421	301	23	3			

<b>Construction</b>	168	80	32	10	227	214	9	51	627	356	149	44	1,029	742	132	31	8,054	6,353	1,006	265	11,015	8,154	2,165	248
General Contractors.....	130	60	18	6	182	167	3	5	422	262	85	28	862	625	109	20	5,447	4,147	746	210	7,745	5,786	1,480	203
Special Trade Contractors.....	38	20	14	4	55	47	6	.....	205	94	64	16	167	117	23	11	2,607	2,106	260	55	3,270	2,368	685	45
<b>Transportation, Storage and Communication</b>	8	6	.....	.....	652	17	625	.....	298	98	136	30	255	131	96	14	5,793	971	4,448	13	3,586	1,683	1,570	47
Transportation.....	5	3	.....	.....	650	17	623	.....	258	73	134	30	226	116	89	14	5,294	792	4,400	1	2,944	1,242	1,455	13
Storage.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	18	8	6	.....	68	33	29	.....	469	327	105	33
Communication.....	3	3	.....	.....	2	.....	2	.....	37	23	2	.....	11	7	1	.....	431	146	19	12	173	114	10	1
<b>Public Utility Operation</b>	3	3	.....	.....	.....	.....	.....	.....	27	13	7	.....	16	14	2	.....	149	106	21	.....	355	240	45	6
<b>Trade</b>	309	115	44	1	407	133	249	.....	1,220	745	272	3	952	594	208	2	6,771	4,610	1,112	21	12,932	8,218	2,686	119
Wholesale.....	162	20	35	.....	175	37	127	.....	1,408	144	201	.....	289	127	109	.....	2,234	1,431	520	3	3,626	2,072	1,020	13
Retail.....	147	95	8	1	232	96	122	.....	816	601	71	3	663	467	99	2	4,537	3,176	592	18	9,306	6,146	1,666	106
<b>Finance, Insurance and Real Estate</b>	16	4	1	.....	19	17	4	.....	129	55	10	2	87	33	6	.....	829	518	39	2	1,668	991	123	5
<b>Service</b>	779	622	33	.....	522	286	182	.....	2,912	1,531	914	71	2,626	1,536	675	22	15,655	8,792	4,356	165	30,979	17,454	7,723	101
Community or Public Service.....	14	6	1	.....	30	21	6	.....	152	84	37	2	115	54	48	.....	1,086	766	123	4	2,118	1,214	344	8
Government Service.....	642	567	.....	.....	163	154	7	.....	1,453	1,016	203	68	1,377	1,151	157	22	3,178	2,749	231	26	12,414	9,310	905	62
Recreation Service.....	.....	.....	.....	.....	5	3	2	.....	25	12	.....	.....	26	59	5	.....	322	129	100	.....	495	318	110	.....
Business Service.....	17	7	.....	.....	15	5	10	.....	80	32	35	1	66	27	21	.....	1,020	550	114	7	1,588	860	268	16
Personal Service.....	115	42	32	.....	309	103	157	.....	1,202	354	653	.....	1,042	289	444	.....	10,049	4,598	3,758	128	14,364	5,732	6,096	15
<b>Totals</b>	1,391	864	111	14	2,758	1,272	1,248	5	6,805	4,044	1,674	511	5,919	3,695	1,236	264	55,075	33,299	12,746	1,270	84,662	54,208	17,603	1,072
Males.....	1,039	608	103	14	2,132	946	1,035	5	4,708	2,833	1,208	504	3,820	2,497	808	263	36,210	21,446	9,142	1,142	54,069	34,055	12,968	958
Females.....	352	256	8	.....	606	326	213	.....	2,097	1,211	466	7	2,099	1,198	428	1	18,865	11,853	3,604	128	30,602	20,153	4,635	114

1 Current and deferred vacancies reported during the period.



TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 1, 1958 TO DECEMBER 31, 1958  
(SOURCE: U.I.C. 751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out
	Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual		
<b>Agriculture</b> .....	368	194	79	2	601	494	28	1	1,402	1,135	128	1	802	238	531	.....	8,144	4,367	2,585	1,114
<b>Forestry</b> .....	208	146	.....	.....	3	8	.....	.....	320	222	4	2	692	596	24	9	6,336	4,178	126	344
<b>Fishing and Trapping</b> .....	26	5	18	.....	.....	.....	.....	.....	1	.....	1	.....	9	5	2	.....	56	19	23	.....
<b>Mining, Quarrying and Oil Wells</b> .....	294	102	.....	1	121	119	1	4	1,093	577	24	25	81	68	1	18	2,767	1,795	67	125
Metal Mining.....	278	87	.....	1	64	56	1	4	1,112	34	1	1	25	27	.....	17	1,108	8	81	.....
Non-Metal Mining.....	6	5	.....	.....	.....	.....	.....	.....	750	386	17	24	25	24	.....	17	1,100	720	24	32
Quarrying, Clay and Sand Pits.....	7	7	.....	.....	4	4	.....	.....	11	2	.....	.....	16	15	.....	1	155	124	10	7
Prospecting.....	3	3	.....	.....	56	59	.....	.....	218	133	6	.....	4	2	.....	1	103	85	6	3
<b>Manufacturing</b> .....	2,946	1,756	785	.....	572	368	139	3	2,034	1,106	519	2	3,054	2,277	387	24	42,873	31,199	5,388	418
Food and Beverages.....	627	358	169	.....	217	125	77	.....	554	179	244	1	413	266	94	2	5,306	3,678	1,026	17
Tobacco and Tobacco Products.....	.....	.....	.....	.....	3	3	.....	.....	5	5	.....	.....	.....	.....	.....	.....	476	443	.....	.....
Rubber Products.....	4	78	7	.....	.....	.....	.....	.....	8	6	.....	.....	3	2	.....	.....	404	300	25	3
Leather Products.....	94	29	11	.....	.....	.....	.....	.....	21	14	3	.....	19	10	.....	.....	1,309	950	100	15
Textile Products (except clothing).....	46	29	.....	.....	27	21	.....	.....	61	45	.....	.....	31	19	9	.....	1,827	1,405	91	23
Clothing (textile and fur).....	483	345	56	.....	.....	.....	.....	.....	260	177	45	.....	126	85	.....	.....	4,979	4,064	133	15
Wood Products.....	318	167	114	.....	46	30	19	1	280	177	45	.....	1,534	1,292	123	9	4,100	3,089	569	31
Paper Products.....	91	63	21	.....	31	29	2	.....	23	19	5	.....	120	67	19	.....	1,805	1,257	271	5
Printing, Publishing and Allied Industries.....	163	92	49	.....	39	26	4	.....	70	39	17	.....	99	65	15	.....	2,522	1,433	772	21
Iron and Steel Products.....	524	251	228	.....	60	48	8	.....	319	206	86	.....	192	125	35	2	6,090	4,288	883	97
Transportation Equipment.....	157	102	15	.....	60	40	5	.....	213	138	14	.....	226	167	23	3	5,202	4,079	394	70
Non-Ferrous Metal Products.....	47	33	12	.....	.....	.....	.....	.....	37	20	9	.....	102	61	21	2	1,729	1,261	233	49
Electrical Apparatus and Supplies.....	61	44	6	.....	2	1	.....	.....	36	29	3	.....	35	27	4	3	1,909	1,383	118	20
Non-Metallic Mineral Products.....	106	48	57	.....	32	15	19	.....	217	159	27	.....	54	26	18	.....	1,405	979	270	14
Products of Petroleum and Coal.....	38	25	1	.....	32	14	.....	.....	44	9	8	.....	21	10	4	.....	246	105	17	3
Chemical Products.....	87	43	28	.....	9	5	3	.....	163	49	51	1	37	26	.....	.....	1,749	1,049	305	21
Miscellaneous Manufacturing In- dustries.....	100	75	11	.....	14	11	2	.....	23	12	3	.....	42	29	8	.....	1,815	1,376	181	14
<b>Construction</b> .....	1,971	1,500	222	98	1,503	1,236	230	34	2,889	2,131	429	5	1,636	1,055	429	16	29,120	21,721	4,893	756
General Contractors.....	1,450	1,112	114	96	988	852	123	28	1,916	1,488	231	2	1,164	790	299	6	20,306	15,289	3,208	604
Special Trade Contractors.....	521	388	108	2	515	384	107	6	973	643	198	3	472	265	130	10	8,814	6,432	1,595	152
<b>Transportation, Storage and Com- munication</b> .....	950	534	248	17	425	235	141	.....	891	431	258	.....	769	347	276	36	13,630	4,453	7,798	157
Transportation.....	731	440	158	17	247	164	75	.....	621	325	131	.....	581	252	220	1	11,558	3,424	7,285	76
Storage.....	141	42	90	.....	100	49	54	.....	188	54	121	.....	94	40	46	30	1,080	555	451	63
Communication.....	78	52	.....	.....	78	22	12	.....	85	52	6	.....	94	55	10	5	474	62	.....	18



## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,  
DECEMBER 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	9.0	37,753	815,964
Prince Edward Island.....	2.3	9,651	185,531
Nova Scotia.....	15.6	65,498	1,285,329
New Brunswick.....	15.1	63,510	1,270,361
Quebec.....	121.1	508,564	10,858,287
Ontario.....	121.9	511,871	11,029,216
Manitoba.....	14.6	61,476	1,324,908
Saskatchewan.....	9.3	39,142	902,487
Alberta.....	16.5	69,163	1,574,999
British Columbia.....	45.7	192,092	4,311,744
Total, Canada, Dec. 1958.....	371.1	1,558,720	33,558,826
Total, Canada, Nov. 1958.....	262.5	997,573	21,134,688
Total, Canada, Dec. 1957.....	369.0	1,475,992	31,926,951

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE  
FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND  
SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE,  
DECEMBER 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percent- age Postal	December 31, 1957 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	714,954	NOT AVAILABLE							38.6	744,248
Male.....	565,400								41.3	604,798
Female.....	149,554								28.3	139,450
Excluding T.....	638,458	238,070	152,985	96,153	49,698	32,048	19,405	50,099	38.3	661,332
Prairie M.....	503,610	197,619	126,852	77,689	36,555	21,749	12,407	30,739	40.9	534,939
Provinces F.....	134,848	40,451	26,133	18,464	13,143	10,299	6,998	19,360	28.5	126,393
Newfoundland.....	28,729	12,885	7,887	3,591	1,607	1,013	547	1,199	80.7	26,668
Male.....	27,344	12,604	7,582	3,406	1,460	876	471	945	82.2	25,708
Female.....	1,385	281	305	185	147	137	76	254	50.8	960
Prince Edward Island...	6,456	2,026	3,059	723	228	120	75	225	80.7	5,773
Male.....	5,481	1,783	2,662	608	164	74	44	146	82.5	5,022
Female.....	975	243	397	115	64	46	31	79	70.8	751
Nova Scotia.....	36,078	14,518	8,258	4,807	2,789	1,627	1,004	3,075	55.5	31,652
Male.....	31,561	13,369	7,343	4,236	2,350	1,216	737	2,310	57.3	28,252
Female.....	4,517	1,149	915	571	439	411	267	765	43.0	3,400
New Brunswick.....	35,191	11,530	11,905	5,785	2,460	1,082	740	1,689	70.9	38,021
Male.....	29,498	10,163	10,289	4,752	1,893	771	530	1,100	73.5	33,298
Female.....	5,693	1,367	1,616	1,033	567	311	210	589	57.7	4,723
Quebec.....	231,040	85,936	51,951	36,750	18,718	12,091	7,498	18,096	36.5	237,628
Male.....	182,428	70,931	42,946	29,886	14,079	8,387	5,077	11,122	39.7	191,262
Female.....	48,612	15,005	9,005	6,864	4,639	3,704	2,421	6,974	24.6	46,366
Ontario.....	221,709	83,288	50,890	31,735	17,451	11,740	6,782	19,823	26.6	228,909
Male.....	165,130	65,634	40,313	24,254	12,065	7,554	3,928	11,882	26.9	173,568
Female.....	56,579	17,654	10,577	7,481	5,386	4,186	2,854	8,441	25.7	55,341
Manitoba.....	24,157								37.8	29,403
Male.....	18,494								42.3	23,682
Female.....	5,663								23.1	5,721
Saskatchewan.....	20,816								53.5	20,240
Male.....	17,202								57.5	17,485
Female.....	3,614								33.8	2,755
Alberta.....	31,523								36.6	33,273
Male.....	28,004								38.6	28,692
Female.....	5,519								27.0	4,581
British Columbia.....	79,255	27,887	19,035	12,762	6,445	4,375	2,759	5,992	34.7	92,681
Male.....	62,168	23,135	15,717	10,547	4,544	2,871	1,620	3,734	35.9	77,829
Female.....	17,087	4,752	3,318	2,215	1,901	1,504	1,139	2,258	30.6	14,852



**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
DECEMBER, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	18,471	16,356	2,115	17,514	14,614	2,900	6,930
Prince Edward Island.....	4,337	3,863	474	4,327	4,034	293	1,071
Nova Scotia.....	23,465	18,640	4,825	20,346	17,258	3,088	7,097
New Brunswick.....	23,482	19,650	3,832	22,892	19,670	3,222	5,351
Quebec.....	152,161	114,097	38,064	129,771	112,347	17,424	46,331
Ontario.....	150,964	105,147	45,817	136,387	117,924	18,463	37,654
Manitoba.....	16,105	12,239	3,866	15,444	13,256	2,188	4,582
Saskatchewan.....	13,125	10,134	2,991	11,720	9,986	1,734	4,778
Alberta.....	19,572	14,041	5,531	19,812	16,948	2,864	6,914
British Columbia.....	53,473	39,404	14,069	53,029	43,128	9,901	12,019
Total, Canada, Dec. 1958....	475,155	353,571	121,584	431,242	369,165	62,077	132,727
Total, Canada, Nov. 1958....	246,568	164,223	82,345	202,057	152,930	49,127	88,814
Total, Canada, Dec. 1957....	499,213	363,908	135,305	409,820	356,338	53,482	167,923

\* In addition, revised claims received numbered 37,809.

† In addition, 35,535 revised claims were disposed of. Of these, 3,324 were special requests not granted and 1,081 were appeals by claimants. There were 6,454 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of:	Total	Employed	Claimants
1958—December.....	3,993,100	3,573,900	419,200
November.....	3,901,000	3,577,500	323,500
October.....	3,907,000	3,624,400	282,600
September.....	3,919,000	3,624,400	294,600
August.....	3,931,000	3,630,200	300,800
July.....	4,055,000	3,609,500	445,500
June.....	4,059,000	3,507,900	551,100
May.....	4,107,000	3,384,700	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,216,000	3,346,700	869,300
February.....	4,208,000	3,373,500	834,500
January.....	4,236,000	3,491,800	744,200
1957—December.....	4,037,000	3,633,700	403,300
November.....	3,980,000	3,712,000	268,000

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6
September.....	125.6	122.9	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	121.3	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1
December.....	126.2	122.2	139.9	110.5	122.0	133.4
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4
February.....	125.7	121.2	140.2	108.8	122.0	133.4

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JANUARY 1959**

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	January 1958	December 1958	January 1959					
(1) St. John's, Nfld.....	110.2	112.6	112.6	109.7	114.2	102.8	108.7	124.0
Halifax.....	120.7	124.3	124.8	117.7	132.3	117.5	127.3	133.7
Saint John.....	123.5	126.7	126.7	120.9	135.5	117.3	122.6	138.6
Montreal.....	123.8	126.9	126.5	127.0	143.0	105.8	118.1	133.3
Ottawa.....	123.9	126.5	126.4	120.8	146.8	111.8	120.5	133.3
Toronto.....	127.0	129.1	128.9	120.5	154.0	112.2	122.4	136.2
Winnipeg.....	121.9	124.0	123.6	121.7	131.1	114.6	118.0	130.5
Saskatoon—Regina.....	120.3	122.7	122.8	120.8	122.4	118.9	123.5	126.8
Edmonton—Calgary.....	119.9	122.5	122.5	119.4	125.3	115.3	121.5	129.6
Vancouver.....	124.3	127.8	128.1	124.1	137.9	113.4	132.2	133.5

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS 1958-59, BY MONTH (a)**

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In All Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
<b>1958</b>						
January.....	23(b)	23	9,364(b)	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
May.....	19	33	6,165	8,238	71,620	0.07
June.....	21	40	3,229	7,845	106,435	0.11
July.....	26	46	2,089	6,078	84,330	0.08
August.....	25	54	15,530	18,495	255,360	0.25
September.....	26	56	32,400	48,444	401,280	0.49
October.....	19	48	3,552	41,537	857,390	0.85
November.....	28	49	6,233	26,898	281,525	0.28
December.....	5	31	3,273	18,129	243,105	0.24
Cumulative Totals.....	260		107,497		2,879,120	0.24
<b>1959</b>						
January.....	14(b)	38	8,699(b)	13,739	158,730	0.16

(a) The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

(b) Strikes unconcluded at the end of the previous year are included in these totals.



TABLE G-2.—STRIKES AND LOCKOUTS JANUARY 1959 INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Began(a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Lost in Man-days				
			January				
In Progress Prior to January 1959							
Logging— Anglo-Newfoundland Development Co., Grand Falls, Nfld.	International Woodworkers of America, AFL-CIO/CLC.	1,360	35,360	36,720	Dec. 31	Wages and hours.	
MANUFACTURING— <i>Food and Beverages—</i> A. Keith and Sons & Oland and Sons, Halifax, N.S.	International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, No. 361, AFL-CIO/CLC.	161	1,450	16,370	Aug. 21	Jan. 15	A 37 cents and hour increase over a three year period; improved union security provisions.
Wood Products— Kootenay Forest Products, Nelson & Ainsworth; Celgar Ltd., Castlegar and Nakusp, B.C.	International Woodworkers of America, No. 1-405, AFL-CIO/CLC.	580(b)	12,180	23,620	Nov. 24		
S. M. Simpson Co., Kelowna, B.C.	International Woodworkers of America, No. 1-423, AFL-CIO/CLC.	205	4,305	9,575	Nov. 25		
Boundary Sawmills, Midway; Grand Forks Sawmill, Grand Forks, B.C.	International Woodworkers of America, No. 1-423, AFL-CIO/CLC.	205	4,305	9,780	Nov. 25		
Iron and Steel Products— Sorel Industries, St. Joseph de Sorel, Que.	Le Syndicat National de l'Industrie Metallurgie de Sorel, Inc., CCCL.	257(c)	5,395	12,845	Nov. 20		Wages, hours and fringe benefits
Transportation Equipment— Griffin Steel Foundries, St. Hyacinthe, Que.	Syndicat des Metallurgistes de St. Hyacinthe, CCCL.	133	2,790	8,155	Nov. 6		Disciplinary dismissal of one worker.

<i>Electrical Apparatus and Supplies</i> Square "D" Co. of Canada, Ltd. Toronto, Ont.	United Electrical Radio and Machine Workers of America, No. 512, AFL-CIO/CLC, and International Union of Operating Engineers, No. 796, AFL-CIO/CLC.	254	5,290	11,790	Nov. 25	Wages.	.....
	United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry of U.S. and Canada, No. 488, AFL-CIO/CLC.	108(d)	2,265	7,820	Oct. 20	Wages and fringe benefits.	.....
CONSTRUCTION— Lockerie & Hole Western, Edmonton, Alta.	Association of Master Plumbers, Edmonton, Alta.	291	6,110	18,040	Nov. 3	Wages.	Hourly rates \$2.60 to June 30-50, \$2.70 to March 31-60, pending negotiation of agreement.
TRANSPORTATION, STORAGE, COMMUNICATION— <i>Communication</i> — Canadian Broadcasting Corporation, Montreal, Que.	Association des Réalisateurs, CCCL.	1,235	31,525	35,055	Dec. 29	Union recognition.	.....
Commencing in January 1959							
LOGGING— Marathon Corporation of Canada, Caramat, Hillsport and Stevens, Ont.	United Brotherhood of Carpenters and Joiners of America, No. 2693, AFL-CIO/CLC.	370	8,880	8,880	Jan. 5	Alleged delays in negotiations.	.....
MINING— <i>Coal</i> — Dominion Coal Co., New Waterford, N.S.	United Mine Workers of America, No. 4526.	884	885	885	Jan. 27	Presence of official in section.	Return of workers pending review of complaint.
MANUFACTURING— <i>Wood Products</i> — Canadian Collieries Resources (Flavelle Cedar Division), Port Moody, B.C.	International Woodworkers of America, No. 1-387, AFL-CIO/CLC.	430	860	860	Jan. 14	Disciplinary dismissal of charge laid.	Return of workers, further negotiations.
Passmore Lumber Co., Passmore, B.C.	International Woodworkers of America, No. 1-405, AFL-CIO/CLC.	159	1,830	1,830	Jan. 15	Wages.	.....

TABLE G-2.—STRIKES AND LOCKOUTS JANUARY 1959 INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Began(a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Loss in Man-days January   Accumulated				
Commencing in January 1959—Concluded							
Lumby Timber, Lumby, B.C.	International Woodworkers of America, No. 1-423, AFL-CIO/CLC.	111	555	555	Jan. 26	Wages.	.....
<i>Printing and Publishing—</i> Thirteen Printing Firms. Vancouver, B.C.	International Typographical Union, No. 226, AFL-CIO/CLC.	110	770	770	Jan. 22	Wages and other working conditions.	.....
<i>Transportation Equipment—</i> Ford Motor Co. of Canada, Oakville, Ont.	International Union of United Automobile, Aircraft and Agricultural Implement Workers of America, No. 707, AFL-CIO/CLC.	2,850	2,850	2,850	Jan. 9	Payment of increase in cost of hospital and medical care.	Company to pay full cost of plan.
Chrysler Corporation, Windsor, Ont.	International Union of United Automobile, Aircraft and Agricultural Implement Workers of America, No. 444, AFL-CIO/CLC.	3,540	24,780	24,780	Jan. 20	Terms of a new agreement.	Wage increase of 13 cents an hour over a three year period; improved fringe benefits.

(a) In this table the date began is that on which time lost first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.  
 (b) 64 indirectly affected; (c) 185 indirectly affected; (d) 67 indirectly affected.



## Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local labour market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

**Group 1: Labour Surplus.** Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

**Group 2: Labour Surplus.** Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

**Group 3: Balanced Labour Supply.** Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

**Group 4: Labour Shortage.** Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions in local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment

Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 223.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the name places appearing in the table giving the classifications of labour market areas and in the map include several local office areas, as follows: Montreal includes Montreal and Ste. Anne de Bellevue; Lac St. Jean District includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and St. Joseph d'Alma; Gaspé District includes Causapsal, Chandler, Gaspé, Matane and New Richmond; Quebec-North Shore includes La Malbaie, Forestville and Sept Isles; Sherbrooke includes Sherbrooke and Magog; Trois Rivières includes Trois Rivières and Louiseville; Toronto includes Oakville, New Toronto, Toronto and Weston; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Vancouver, New Westminster and Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

### Explanatory Notes to "Current Labour Statistics"

(a) These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (About 30,000 households chosen by area sampling methods in approximately 110 different areas in Canada are visited each month). The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that had jobs or that did not have jobs and was seeking work during the survey week.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

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